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SAN FRANCISCO CIVIL SERVICE COMMISSION 151 CITY HALL

FISCAL YEAR 1983-1984

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SALARY AND WAGE SURVEY

STAFF RECOMMENDATIONS

APPLICABLE TO EMPLOYEES IN CLASSES GOVERNED BY THE PROVISIONS OF CHARTER SECTIONS 8.400, 8.401 & 8.407

JANUARY 3, 1983

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JANUARY 3, 1983

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SALARY SURVEY REPORT

1983-84

In accordance with applicable provisions of the Charter of the City and County of San Francisco, data displayed on the following pages were collected for 56 "benchmark" classifications by the Civil Service Commission Staff from Bay Area public agencies in the counties of Alameda, Contra Costa, Marin, San Francisco, San Mateo and Santa Clara; the ten most populous cities in these counties; San Jose, Oakland, Daly City, Berkeley, Hayward, Fremont, San Mateo, Concord, Santa Clara, Sunnyvale; and agencies of the State and Federal governments, school districts and other special districts in the six Bay Area Counties.

Where it was determined that insufficient salary and wage data were available from Bay Area public jurisdictions, the staff surveyed major public agencies in other parts of the State which employ more than 3,000 persons.

Additionally, private basic pay rate data are included in the survey and were collected by a recognized governmental Bay Area salary and wage survey of private employers in the Bay Area cities and counties listed above.

NOTE: The data included in this report were compiled prior to January 1, 1983. Before completion of the 1983-84 salary setting process, changes or updating of data will be presented to the Civil Service Commission for its consideration and recommendation for final submission and report to the Board of Supervisors.

There are approximately 25,266 permanent positions established in the City and County service, exclusive of certificated personnel in the Board of Education. The compensations for these employments are fixed as follows:

Type of Employment	No. of Classes	No. of Positions	Method
Miscellaneous, including Trades and Crafts employees	1,460	18,489	Rates set in accordance with generally prevailing wages for like service and working conditions in private employment and in other comparable governmental organizations in State of California. Charter Section 8.400, 8.401 and 8.407. A complete study of internal adjustments has not been completed as of this printing. Such studies and reports will be presented to the Civil Service Commission for its consideration during the remainder of the salary standardization procedure.
Railway Platform Personnel	1	1,867	Rates set yearly, not to exceed the average of the two highest wage schedules paid comparable classifications by street railway systems employing not less than 400 platform employees and/or coach and bus operators and operating in United States municipalities with a population of 500,000 or over. Charter Section 8.404. 9163 Transit Operator $11.33 per hour. . . . . (Monthly equivalent $1971.)
Police and Fire	31	3,540	Basic rates set yearly at a rate which is the average wage paid comparable classifications in California cities with a population of 350,000 or over. Charter Section 8.405. Q2 Police Officer and H2 Firefighter $2068 to $2395 per month ($11.89 to $13.76 per hour).

Type of Employment	No. of Classes	No. of Positions	Method
Registered Nurse	21	998	Rates set yearly not to exceed the highest prevailing salary schedule granted by collective bargaining agreements to comparable registered nurse employees in public and private employment in the counties of Alameda, Contra Costa, Marin, San Mateo, San Francisco and Santa Clara. Charter Section 8.403. 2320 Registered Nurse - $2071 to $2384 per month ($11.90 to $13.70 per hour).
Municipal and Superior Courts	52	368	Rates set in accordance with State law. Charter Sections 4.102 and 4.103.
Superintendent of Schools	1	1	Rate set by Charter Section 5.102.
Law Library	3	3	Rate Set by Department Head. Charter Section 4.104.

This report covers miscellaneous employments only. These miscellaneous employments are covered by the provisions of Section 8.401 of the Charter which provide that at least every five years a salary survey shall be made. It also provides that salary surveys shall be made more often if in the judgment of the Civil Service Commission or the Board of Supervisors economic conditions have changed to the extent that revision of existing schedules may be warranted. At the request of the Board of Supervisors, salary surveys have been made every year since 1946.

METHOD OF COMPUTATION OF PREVAILING RATES OF WAGES

The Charter Section 8.407 Definition of Generally Prevailing Rates of Wages, states how the prevailing rates of wages are to be computed. The term prevailing rates of wages is defined as the rate ranges developed from the weighted average of (1) the midpoint of the basic rate, excluding fringe benefits for surveyed public employments and (2) the median of the pay rates for private employment. This Charter section stipulates that the midpoints from public employment data and the medians from private employment data are to be multiplied by the number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees surveyed for that classification. The quotient is the weighted average of the midpoint and median. This Charter section further states that the weighted average of the midpoints and medians is to be extended by ten percent (10%) to establish the maximum of the range and reduced by ten percent (10%) to establish the minimum of the range. This information appears in the starred box.

Some agencies do not establish salary ranges for positions comparable to City and County of San Francisco benchmarks but utilize flat rates instead. To avoid distorting data in computing the weighted average of the midpoints and medians, where applicable, a weighted average of the flat rates is computed. A combined weighted average prevailing rate is then computed as follows:

1. The product of the number of employments in agencies reporting flat rates times the minimum of the weighted average of the flat rates, plus

2. The number of employments in agencies reporting salary ranges times the minimum of the weighted average of the midpoints and medians.

3. The sum of 1. and 2. above is then divided by the number of employments in all agencies that report salary data for the benchmark, to arrive at

4. The minimum of the combined weighted average prevailing rate.

The same formula is used to compute the maximum of the combined weighted average prevailing rate.

FRINGE BENEFITS

The fringe benefits of other agencies hown in this report are informational only and were obtained from the Charter Section 8.407 Public Agencies and from the 1980 Wage and Fringe Benefit Survey prepared by the League of California Cities and County Supervisors Association of California. The following information relates to the fringe benefits listed on each benchmark page, and are exceptions to the norm:

ALAMEDA COUNTY

Work Week - Most employees work a 37.5-hour work week. However, management employees, hospital employees, craft employees and deputy sheriffs work a 40-hour work week.

CITY OF SUNNYVALE

Sick Days - After 1 year receive 5 days; thereafter, sick leave as needed not to exceed 90 continuous calendar days through long-term disability.

SAN MATEO TRANSIT

Vacation and Sick Days - Combined in one policy: After one year, 20 days; after five years, 26 days; maximum, 26 days.

LOS ANGELES COUNTY

Retirement - County retirement contribution is based upon the date the employee is hired as follows:

Prior to 8/1/77	- 20.48%
8/1/77 through 8/31/78	- 9.73%
9/1/78 through 4/30/79	- 7.97%
4/30/79 to date	- 7.44%

CITY OF SAN DIEGO

Retirement Contribution - Employer pays 1.421 times employee's contribution plus 4.5% of employee's base salary

Sick Leave and Vacation - Annual leave program is a combination of vacation and sick leave as follows:

1 through 5 years	-	17 days
6 through 15 years	-	22 days
16 plus years	-	27 days
Maximum	-	75 days

U. C. MEDICAL CENTER

All new employees hired since 1976 are covered by Social Security and for those employees hired before 1976, Social Security was elective.

1983-84 SALARY SURVEY

	BENCHMARK	BUDGETED POSITIONS	STEP INCREASE	APPROX. %
----	MULTIPLE BENCHMARKS	117	0.7	3.5%
1233	AFFIRMATIVE ACTION SPECIALIST	31	1.0	5.0%
1242	PERSONNEL ANALYST	123	0.6	3.0%
1314	PUBLIC RELATIONS OFFICER	29	0.5	2.5%
1444	CLERK STENOGRAPHER	3714	0.5	2.5%
1466	METER READER	48	1.2	6.0%
1650	ACCOUNTANT	481	0.9	4.5%
1720	DATA ENTRY OPERATOR	186	1.1	5.5%
1736	COMPUTER OPERATOR II	59	0.9	4.5%
1760	OFFSET MACHINE OPERATOR	39	1.4	7.0%
1770	PHOTOGRAPHER	3	0.5	2.5%
1840	JUNIOR MANAGEMENT ASSISTANT	514	0.6	3.0%
1872	PROGRAMMER ANALYST	152	0.5	2.5%

1934	STOREKEEPER	141	1.0	5.0%
1952	PURCHASER	22	0.5	2.5%
2230	PHYSICIAN SPECIALIST	410	0.0	0.0%
2312	LICENSED VOCATIONAL NURSE	1171	1.4	7.0%
2426	RADIOLOGIC TECHNOLOGIST II	100	0.2	1.0%
2444	CLINICAL LAB. TECHNOLOGIST	94	1.3	6.5%
2450	PHARMACIST	37	0.5	2.5%
2556	PHYSICAL THERAPIST	53	0.8	4.0%
2574	CLINICAL PSYCHOLOGIST	35	0.9	4.5%
2604	FOOD SERVICE WORKER	1094	0.4	2.0%
2624	DIETITIAN	25	0.6	3.0%
2708	CUSTODIAN	1323	0.7	3.5%
2760	LAUNDRY WORKER	86	0.9	4.5%
2903	ELIGIBILITY WORKER	569	0.9	4.5%
2910	SOCIAL WORKER	425	0.6	3.0%
3284	RECREATION DIRECTOR	191	0.7	3.5%

3450	AGRICULTRUAL INSPECTOR	6	0.2	1.0%
3542	CURATOR II	23	1.4	7.0%
3593	INSTRUCTIONAL AIDE I	682	0.5	2.5%
3630	LIBRARIAN I	256	1.6	8.0%
4261	REAL PROPERTY APPRAISER	78	0.9	4.5%
5204	ASSISTANT CIVIL ENGINEER	791	0.4	2.0%
5278	PLANNER II	82	0.8	4.0%
6120	ENVIRONMENTAL HEALTH INSPECTOR	112	0.1	0.5%
7334	STATIONARY ENGINEER	451	0.9	4.5%
7344	CARPENTER	234	0.0	0.0%
7345	ELECTRICIAN	376	0.0	0.0%
7346	PAINTER	95	0.0	0.0%
7347	PLUMBER	221	0.0	0.0%
7355	TRUCK DRIVER, LIGHT	221	1.1	5.5%
7381	AUTOMOTIVE MECHANIC	731	0.8	4.0%
7384	TYPEWRITER REPAIRER	25	1.2	6.0%

7514	GENERAL LABORER	1025	0.1	0.5%
8146	D.A.'S INVESTIGATOR	131	1.1	5.5%
8176	TRIAL ATTORNEY	192	0.5	2.5%
8204	INSTITUTIONAL POLICE OFFICER	231	0.4	2.0%
8214	PARKING CONTROL OFFICER	199	0.9	4.5%
8238	POLICE COMMUNICATIONS DISPATCHER	160	1.0	5.0%
8260	CRIMINALIST	41	1.2	6.0%
8304	DEPUTY SHERIFF	530	0.5	2.5%
8320	COUNSELOR - JUVENILE HALL	104	0.0	0.0%
8440	PROBATION OFFICER	171	0.1	0.5%
9220	AIRPORT OPERATIONS SUPERVISOR	49	1.1	5.5%
	WEIGHTED AVERAGE	18,489	0.61	3.1%

SALARY SCHEDULES FOR FISCAL YEAR 1983-84
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
26.8	359- 430	781- 935	9370-11223
26.9	360- 432	783- 940	9396-11275
27.0	362- 434	787- 944	9448-11327
27.1	364- 436	792- 948	9500-11380
27.2	365- 438	794- 953	9527-11432
27.3	367- 440	798- 957	9579-11484
27.4	368- 442	800- 961	9605-11536
27.5	370- 444	805- 966	9657-11588
27.6	372- 446	809- 970	9709-11641
27.7	374- 448	813- 974	9761-11693
27.8	375- 449	816- 977	9788-11719
27.9	377- 451	820- 981	9840-11771
28.0	379- 453	824- 985	9892-11823
28.1	381- 455	829- 990	9944-11876
28.2	383- 458	833- 996	9996-11954
28.3	384- 460	835-1001	10022-12006
28.4	386- 463	840-1007	10075-12084
28.5	388- 465	844-1011	10127-12137
28.6	390- 467	848-1016	10179-12189
28.7	391- 469	850-1020	10205-12241
28.8	393- 471	855-1024	10257-12293
28.9	394- 473	857-1029	10283-12345
29.0	396- 475	861-1033	10336-12398
29.1	398- 477	866-1038	10388-12450
29.2	400- 480	870-1044	10440-12528
29.3	402- 482	874-1048	10492-12580
29.4	404- 485	879-1055	10544-12659
29.5	406- 487	883-1059	10597-12711
29.6	408- 489	887-1064	10649-12763
29.7	409- 491	890-1068	10675-12815
29.8	411- 494	894-1074	10727-12893
29.9	412- 496	896-1079	10753-12946
30.0	414- 498	900-1083	10805-12998
30.1	416- 500	905-1088	10858-13050
30.2	418- 503	909-1094	10910-13128
30.3	420- 505	914-1098	10962-13181
30.4	422- 508	918-1105	11014-13259
30.5	424- 510	922-1109	11066-13311
30.6	426- 512	927-1114	11119-13363
30.7	428- 514	931-1118	11171-13415
30.8	430- 517	935-1125	11223-13494
30.9	432- 519	940-1129	11275-13546
31.0	434- 521	944-1133	11327-13598
31.1	436- 524	948-1140	11380-13676
31.2	438- 526	953-1144	11432-13729
31.3	440- 529	957-1151	11484-13807
31.4	442- 531	961-1155	11536-13859
31.5	444- 534	966-1161	11588-13937
31.6	446- 536	970-1166	11641-13990

SALARY SCHEDULES FOR FISCAL YEAR 1983-84
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
31.7	448- 534	974-1172	11693-14068
31.8	449- 541	977-1177	11719-14120
31.9	451- 544	981-1183	11771-14198
32.0	453- 546	985-1188	11823-14251
32.1	455- 549	990-1194	11876-14329
32.2	458- 552	996-1201	11934-14407
32.3	460- 554	1001-1205	12006-14459
32.4	463- 557	1007-1212	12084-14538
32.5	465- 560	1011-1218	12137-14616
32.6	467- 562	1016-1222	12189-14668
32.7	469- 565	1020-1229	12241-14747
32.8	471- 567	1024-1233	12293-14799
32.9	473- 570	1029-1240	12345-14877
33.0	475- 572	1033-1244	12398-14929
33.1	477- 575	1038-1251	12450-15008
33.2	480- 578	1044-1257	12528-15086
33.3	482- 580	1048-1262	12580-15138
33.4	485- 583	1055-1268	12659-15216
33.5	487- 586	1059-1275	12711-15295
33.6	489- 589	1064-1281	12763-15373
33.7	491- 591	1068-1285	12815-15425
33.8	494- 594	1074-1292	12893-15503
33.9	496- 596	1079-1296	12946-15556
34.0	498- 599	1083-1303	12998-15634
34.1	500- 602	1088-1309	13050-15712
34.2	503- 605	1094-1316	13128-15791
34.3	505- 608	1098-1322	13181-15869
34.4	508- 611	1105-1329	13259-15947
34.5	510- 614	1109-1335	13311-16025
34.6	512- 617	1114-1342	13363-16104
34.7	514- 620	1118-1349	13415-16182
34.8	517- 622	1125-1353	13494-16234
34.9	519- 625	1129-1359	13546-16313
35.0	521- 628	1133-1366	13598-16391
35.1	524- 631	1140-1372	13676-16469
35.2	526- 634	1144-1379	13729-16547
35.3	529- 638	1151-1388	13807-16652
35.4	531- 641	1155-1394	13859-16730
35.5	534- 644	1161-1401	13937-16808
35.6	536- 647	1166-1407	13990-16887
35.7	539- 650	1172-1414	14068-16965
35.8	541- 652	1177-1418	14120-17017
35.9	544- 655	1183-1425	14198-17096
36.0	546- 658	1188-1431	14251-17174
36.1	549- 661	1194-1438	14329-17252
36.2	552- 664	1201-1444	14407-17330
36.3	554- 668	1205-1453	14459-17435
36.4	557- 671	1212-1459	14538-17513
36.5	560- 674	1218-1466	14616-17591

SALARY SCHEDULES FOR FISCAL YEAR 1983-84
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
36.6	562- 677	1222-1473	14668-17670
36.7	565- 681	1229-1481	14747-17774
36.8	567- 684	1233-1488	14799-17852
36.9	570- 688	1240-1496	14877-17957
37.0	572- 691	1244-1503	14929-18035
37.1	575- 694	1251-1509	15008-18113
37.2	578- 697	1257-1516	15086-18192
37.3	580- 701	1262-1525	15138-18296
37.4	583- 704	1268-1531	15216-18374
37.5	586- 707	1275-1538	15295-18453
37.6	589- 710	1281-1544	15373-18531
37.7	591- 714	1285-1553	15425-18635
37.8	594- 717	1292-1560	15503-18714
37.9	596- 721	1296-1568	15556-18818
38.0	599- 724	1303-1575	15634-18896
38.1	602- 728	1309-1583	15712-19001
38.2	605- 731	1316-1590	15791-19079
38.3	608- 735	1322-1599	15869-19184
38.4	611- 738	1329-1605	15947-19262
38.5	614- 742	1335-1614	16025-19366
38.6	617- 745	1342-1620	16104-19445
38.7	620- 748	1349-1627	16182-19523
38.8	622- 752	1353-1636	16234-19627
38.9	625- 755	1359-1642	16313-19706
39.0	628- 758	1366-1649	16391-19784
39.1	631- 762	1372-1657	16469-19888
39.2	634- 766	1379-1666	16547-19993
39.3	638- 769	1388-1673	16652-20071
39.4	641- 773	1394-1681	16730-20175
39.5	644- 777	1401-1690	16808-20280
39.6	647- 781	1407-1699	16887-20384
39.7	650- 785	1414-1707	16965-20489
39.8	654- 788	1418-1714	17017-20567
39.9	655- 792	1425-1723	17096-20671
40.0	658- 796	1431-1731	17174-20776
40.1	661- 800	1438-1740	17252-20880
40.2	664- 803	1444-1747	17330-20958
40.3	668- 807	1453-1755	17435-21063
40.4	671- 810	1459-1762	17513-21141
40.5	674- 814	1466-1770	17591-21245
40.6	677- 818	1473-1779	17670-21350
40.7	681- 822	1481-1788	17774-21454
40.8	684- 826	1488-1797	17852-21559
40.9	688- 830	1496-1805	17957-21663
41.0	691- 834	1503-1814	18035-21767
41.1	694- 838	1509-1823	18113-21872
41.2	697- 842	1516-1831	18192-21976
41.3	701- 846	1525-1840	18296-22081
41.4	704- 850	1531-1849	18374-22185

SALARY SCHEDULES FOR FISCAL YEAR 1983-84
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
41.5	707- 854	1538-1857	18453-22289
41.6	710- 858	1544-1866	18531-22394
41.7	714- 862	1553-1875	18635-22498
41.8	717- 866	1560-1884	18714-22603
41.9	721- 870	1568-1892	18818-22707
42.0	724- 874	1575-1901	18896-22811
42.1	728- 878	1583-1910	19001-22916
42.2	731- 882	1590-1918	19079-23020
42.3	735- 887	1599-1929	19184-23151
42.4	738- 891	1605-1938	19262-23255
42.5	742- 895	1614-1947	19366-23360
42.6	745- 899	1620-1955	19445-23464
42.7	748- 903	1627-1964	19523-23568
42.8	752- 908	1636-1975	19627-23699
42.9	755- 912	1642-1984	19706-23803
43.0	758- 916	1649-1992	19784-23908
43.1	762- 920	1657-2001	19888-24012
43.2	766- 925	1666-2012	19993-24143
43.3	769- 929	1673-2021	20071-24247
43.4	773- 934	1681-2031	20175-24377
43.5	777- 938	1690-2040	20280-24482
43.6	781- 943	1699-2051	20384-24612
43.7	785- 947	1707-2060	20489-24717
43.8	788- 952	1714-2071	20567-24847
43.9	792- 956	1723-2079	20671-24952
44.0	796- 961	1731-2090	20776-25082
44.1	800- 966	1740-2101	20880-25213
44.2	803- 970	1747-2110	20958-25317
44.3	807- 975	1755-2121	21063-25448
44.4	810- 979	1762-2129	21141-25552
44.5	814- 984	1770-2140	21245-25682
44.6	818- 989	1779-2151	21350-25813
44.7	822- 994	1788-2162	21454-25943
44.8	826- 998	1797-2171	21559-26048
44.9	830-1003	1805-2182	21663-26178
45.0	834-1008	1814-2192	21767-26309
45.1	838-1013	1823-2203	21872-26439
45.2	842-1018	1831-2214	21976-26570
45.3	846-1022	1840-2223	22081-26674
45.4	850-1027	1849-2234	22185-26805
45.5	854-1032	1857-2245	22289-26935
45.6	858-1037	1866-2256	22394-27066
45.7	862-1042	1875-2266	22498-27196
45.8	866-1047	1884-2277	22603-27327
45.9	870-1052	1892-2288	22707-27457
46.0	874-1057	1901-2299	22811-27588
46.1	878-1062	1910-2310	22916-27718
46.2	882-1067	1918-2321	23020-27849
46.3	887-1073	1929-2334	23151-28005

SALARY SCHEDULES FOR FISCAL YEAR 1983-84
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
46.4	891-1078	1938-2345	23255-28136
46.5	895-1083	1947-2356	23360-28266
46.6	899-1088	1955-2366	23464-28397
46.7	903-1093	1964-2377	23568-28527
46.8	908-1099	1975-2390	23699-28684
46.9	912-1104	1984-2401	23803-28814
47.0	916-1109	1992-2412	23908-28945
47.1	920-1114	2001-2423	24012-29075
47.2	925-1120	2012-2436	24143-29232
47.3	929-1125	2021-2447	24247-29363
47.4	934-1131	2031-2460	24377-29519
47.5	938-1136	2040-2471	24482-29650
47.6	943-1141	2051-2482	24612-29780
47.7	947-1147	2060-2495	24717-29937
47.8	952-1152	2071-2506	24847-30067
47.9	956-1158	2079-2519	24952-30224
48.0	961-1163	2090-2530	25082-30354
48.1	966-1169	2101-2543	25213-30511
48.2	970-1174	2110-2553	25317-30641
48.3	975-1180	2121-2567	25448-30798
48.4	979-1185	2129-2577	25552-30929
48.5	984-1191	2140-2590	25682-31085
48.6	989-1197	2151-2604	25813-31242
48.7	994-1203	2162-2617	25943-31398
48.8	998-1208	2171-2627	26048-31529
48.9	1003-1214	2182-2640	26178-31685
49.0	1008-1220	2192-2654	26309-31842
49.1	1013-1226	2203-2667	26439-31999
49.2	1018-1232	2214-2680	26570-32155
49.3	1022-1237	2223-2691	26674-32286
49.4	1027-1243	2234-2704	26805-32442
49.5	1032-1249	2245-2717	26935-32599
49.6	1037-1255	2256-2730	27066-32756
49.7	1042-1261	2266-2743	27196-32912
49.8	1047-1267	2277-2756	27327-33069
49.9	1052-1273	2288-2769	27457-33225
50.0	1057-1279	2299-2782	27588-33382
50.1	1062-1285	2310-2795	27718-33539
50.2	1067-1291	2321-2808	27849-33695
50.3	1073-1298	2334-2823	28005-33878
50.4	1078-1304	2345-2836	28136-34034
50.5	1083-1310	2356-2849	28266-34191
50.6	1088-1316	2366-2862	28397-34348
50.7	1093-1323	2377-2878	28527-34530
50.8	1099-1329	2390-2891	28684-34687
50.9	1104-1336	2401-2906	28814-34870
51.0	1109-1342	2412-2919	28945-35028
51.1	1114-1349	2423-2934	29075-35209
51.2	1120-1355	2436-2947	29232-35366

SALARY SCHEDULES FOR FISCAL YEAR 1983-84
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
51.3	1125-1362	2447-2962	29363-35548
51.4	1131-1368	2460-2975	29519-35705
51.5	1136-1375	2471-2991	29650-35888
51.6	1141-1381	2482-3004	29780-36044
51.7	1147-1388	2495-3019	29937-36227
51.8	1152-1394	2506-3032	30067-36383
51.9	1158-1401	2519-3047	30224-36566
52.0	1163-1407	2530-3060	30354-36723
52.1	1169-1414	2543-3075	30511-36905
52.2	1174-1421	2553-3091	30641-37088
52.3	1180-1429	2567-3108	30798-37297
52.4	1185-1436	2577-3123	30929-37480
52.5	1191-1443	2590-3139	31085-37662
52.6	1197-1450	2604-3154	31242-37845
52.7	1203-1457	2617-3169	31398-38028
52.8	1208-1463	2627-3182	31529-38184
52.9	1214-1470	2640-3197	31685-38367
53.0	1220-1477	2654-3213	31842-38550
53.1	1226-1484	2667-3228	31999-38732
53.2	1232-1491	2680-3243	32155-38915
53.3	1237-1499	2691-3260	32266-39124
53.4	1243-1506	2704-3276	32442-39307
53.5	1249-1513	2717-3291	32599-39489
53.6	1255-1520	2730-3306	32756-39672
53.7	1261-1528	2743-3323	32912-39881
53.8	1267-1535	2756-3339	33069-40064
53.9	1273-1543	2769-3356	33225-40272
54.0	1279-1550	2782-3371	33382-40455
54.1	1285-1558	2795-3389	33539-40664
54.2	1291-1565	2808-3404	33695-40847
54.3	1298-1573	2823-3421	33878-41055
54.4	1304-1580	2836-3437	34034-41238
54.5	1310-1588	2849-3454	34191-41447
54.6	1316-1596	2862-3471	34348-41656
54.7	1323-1603	2878-3487	34530-41838
54.8	1329-1611	2891-3504	34687-42047
54.9	1336-1618	2906-3519	34870-42230
55.0	1342-1626	2919-3537	35026-42439
55.1	1349-1634	2934-3554	35209-42647
55.2	1355-1642	2947-3571	35366-42856
55.3	1362-1650	2962-3589	35548-43065
55.4	1368-1658	2975-3606	35705-43274
55.5	1375-1666	2991-3624	35888-43483
55.6	1381-1674	3004-3641	36044-43691
55.7	1388-1682	3019-3658	36227-43900
55.8	1394-1690	3032-3676	36383-44109
55.9	1401-1698	3047-3693	36566-44318
56.0	1407-1706	3060-3711	36723-44527
56.1	1414-1714	3075-3728	36905-44735

SALARY SCHEDULES FOR FISCAL YEAR 1983-84
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
56.2	1421-1723	3691-3748	37088-44970
56.3	1429-1731	3108-3765	37297-45179
56.4	1436-1740	3123-3785	37480-45414
56.5	1443-1748	3139-3802	37664-45623
56.6	1450-1756	3154-3819	37845-45832
56.7	1457-1765	3169-3839	38028-46067
56.8	1463-1773	3182-3856	38184-46275
56.9	1470-1782	3197-3876	38367-46510
57.0	1477-1791	3213-3895	38550-46745
57.1	1484-1800	3228-3915	38732-46980
57.2	1491-1809	3243-3935	38915-47215
57.3	1499-1818	3260-3954	39124-47450
57.4	1506-1827	3276-3974	39307-47685
57.5	1513-1835	3291-3991	39489-47894
57.6	1520-1844	3306-4011	39672-48128
57.7	1528-1853	3323-4030	39861-48363
57.8	1535-1862	3339-4050	40064-48598
57.9	1543-1871	3356-4069	40272-48833
58.0	1550-1881	3371-4091	40455-49094
58.1	1558-1890	3389-4111	40664-49329
58.2	1565-1899	3404-4130	40847-49564
58.3	1573-1909	3421-4152	41055-49825
58.4	1580-1918	3437-4172	41238-50060
58.5	1588-1927	3454-4191	41447-50295
58.6	1596-1936	3471-4211	41656-50530
58.7	1603-1946	3487-4233	41838-50791
58.8	1611-1955	3504-4252	42047-51026
58.9	1618-1965	3519-4274	42230-51287
59.0	1626-1975	3537-4296	42439-51548
59.1	1634-1985	3554-4317	42647-51809
59.2	1642-1994	3571-4337	42856-52043
59.3	1650-2004	3589-4359	43069-52304
59.4	1658-2014	3606-4380	43274-52565
59.5	1666-2023	3624-4400	43483-52800
59.6	1674-2033	3641-4422	43691-53061
59.7	1682-2043	3658-4444	43900-53322
59.8	1690-2053	3676-4465	44109-53583
59.9	1698-2063	3693-4487	44318-53844
60.0	1706-2074	3711-4511	44527-54131
60.1	1714-2084	3728-4533	44735-54392
60.2	1723-2094	3746-4554	44970-54653
60.3	1731-2104	3765-4576	45179-54914
60.4	1740-2115	3783-4600	45414-55202
60.5	1748-2124	3802-4620	45623-55436
60.6	1756-2135	3819-4644	45832-55724
60.7	1765-2145	3839-4665	46067-55985
60.8	1773-2156	3856-4689	46279-56272
60.9	1782-2166	3876-4711	46510-56533
61.0	1791-2178	3895-4737	46745-56846

SALARY SCHEDULES FOR FISCAL YEAR 1983-84
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
61.1	1800-2188	3915-4759	46980-57107
61.2	1809-2199	3935-4783	47215-57394
61.3	1818-2209	3954-4805	47450-57655
61.4	1827-2221	3974-4831	47685-57968
61.5	1835-2230	3991-4850	47894-58203
61.6	1844-2242	4011-4876	48128-58516
61.7	1853-2252	4030-4898	48363-58777
61.8	1862-2264	4050-4924	48598-59090
61.9	1871-2274	4069-4946	48833-59351
62.0	1881-2287	4091-4974	49094-59691
62.1	1890-2297	4111-4996	49329-59952
62.2	1899-2309	4130-5022	49564-60265
62.3	1909-2319	4152-5044	49825-60526
62.4	1918-2332	4172-5072	50060-60865
62.5	1927-2342	4191-5094	50295-61126
62.6	1936-2354	4211-5120	50530-61439
62.7	1946-2365	4233-5144	50791-61727
62.8	1955-2377	4252-5170	51026-62040
62.9	1965-2388	4274-5194	51287-62327
63.0	1975-2401	4296-5222	51548-62666
63.1	1985-2412	4317-5246	51809-62953
63.2	1994-2424	4337-5272	52043-63266
63.3	2004-2435	4359-5296	52304-63554
63.4	2014-2449	4380-5327	52565-63919
63.5	2023-2459	4400-5348	52800-64180
63.6	2033-2472	4422-5377	53061-64519
63.7	2043-2483	4444-5401	53322-64806
63.8	2053-2496	4465-5429	53583-65146
63.9	2063-2507	4487-5453	53844-65433
64.0	2074-2521	4511-5483	54131-65796
64.1	2084-2533	4533-5509	54392-66111
64.2	2094-2545	4554-5535	54653-66425
64.3	2104-2557	4576-5562	54914-66738
64.4	2115-2571	4600-5592	55202-67103
64.5	2124-2582	4620-5616	55436-67390
64.6	2133-2596	4640-5646	55724-67756
64.7	2145-2607	4665-5670	55985-68043
64.8	2156-2621	4689-5701	56272-68408
64.9	2166-2632	4711-5725	56533-68695
65.0	2178-2647	4737-5757	56846-69087
65.1	2188-2660	4759-5786	57107-69426
65.2	2199-2672	4783-5812	57394-69739
65.3	2209-2685	4805-5840	57655-70079
65.4	2221-2700	4831-5873	57968-70470
65.5	2230-2711	4850-5896	58203-70757
65.6	2242-2726	4876-5929	58516-71149
65.7	2252-2737	4898-5953	58777-71436
65.8	2264-2752	4924-5986	59090-71827
65.9	2274-2764	4946-6012	59351-72140

SALARY SCHEDULES FOR FISCAL YEAR 1983-84
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
66.0	2267-2779	4974-6044	59691-72532
66.1	2297-2793	4996-6075	59952-72897
66.2	2309-2806	5022-6103	60265-73237
66.3	2319-2819	5044-6131	60528-73576
66.4	2332-2835	5072-6166	60865-73994
66.5	2342-2847	5094-6192	61126-74307
66.6	2354-2862	5120-6225	61439-74698
66.7	2365-2874	5144-6251	61727-75011
66.8	2377-2890	5170-6286	62040-75429
66.9	2388-2902	5194-6312	62327-75742
67.0	2104-2918	4576-6347	54914-76160
67.1	2412-2933	5246-6379	62953-76551
67.2	2424-2946	5272-6408	63266-76891
67.3	2435-2960	5296-6438	63554-77256
67.4	2449-2977	5327-6475	63919-77700
67.5	2459-2989	5348-6501	64180-78013
67.6	2472-3005	5377-6536	64519-78431
67.7	2483-3018	5401-6564	64806-78770
67.8	2496-3035	5429-6601	65146-79214
67.9	2507-3047	5453-6627	65433-79527
68.0	2521-3064	5483-6664	65798-79970
68.1	2533-3080	5509-6699	66111-80388
68.2	2545-3093	5535-6727	66425-80727
68.3	2557-3108	5562-6760	66738-81119
68.4	2571-3126	5592-6799	67103-81589
68.5	2582-3138	5616-6825	67390-81902
68.6	2596-3155	5646-6862	67756-82346
68.7	2607-3169	5670-6893	68043-82711
68.8	2621-3187	5701-6932	68408-83181
68.9	2634-3199	5725-6956	68695-83494
69.0	2647-3217	5757-6997	69087-83964
69.1	2660-3234	5786-7034	69426-84407
69.2	2672-3248	5812-7064	69739-84773
69.3	2685-3263	5840-7097	70079-85164
69.4	2700-3282	5873-7138	70470-85660
69.5	2711-3295	5897-7167	70757-86000
69.6	2726-3313	5929-7206	71149-86469
69.7	2737-3327	5953-7236	71436-86835
69.8	2752-3346	5986-7278	71827-87331
69.9	2764-3359	6012-7306	72140-87670
70.0	2779-3378	6044-7347	72532-88166
70.1	2793-3396	6075-7386	72897-88636
70.2	2806-3410	6103-7417	73237-89001
70.3	2819-3426	6131-7452	73576-89419
70.4	2835-3446	6166-7495	73994-89941
70.5	2847-3460	6192-7526	74307-90306
70.6	2862-3479	6225-7567	74698-90802
70.7	2874-3493	6251-7597	75011-91167
70.8	2890-3513	6286-7641	75429-91689
70.9	2902-3527	6312-7671	75742-92055
71.0	2918-3547	6347-7715	76160-92577

1630	ACCOUNT CLERK.....		1444	10
1650	ACCOUNTANT.....	Z	1650	14
1638	ACCOUNTING MACHINE OPERATOR.....		1444	10
1810	ACTUARIAL CLERK.....		1444	10
1816	ACTUARY.....	Z	1650	14
2127	ADMIN ASST TO DIRECTOR OF PUBLIC HEALTH.	Z	1840	20
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	1000	1
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z	1840	19
1809	ADMIN ASST. TO SUPERINTENDENT OF SCHOOLS	Z	1840	19
1556	ADMIN SECRETARY, CITY PLANNING COMM.....	Z	1840	19
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM..	Z	1840	19
1822	ADMINISTRATIVE ANALYST.....	Z	1840	19
1830	ADMINISTRATIVE ASSISTANT TO THE MAYOR...	Z	1650	14
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY..	Z	1840	20
2660	ADMINISTRATIVE CHEF.....	Z	2604	33
2581	ADMINISTRATIVE CORONER.....		1000	1
5174	ADMINISTRATIVE ENGINEER.....	Z	5204	46
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR...	Z	1840	19
1528	ADMINISTRATIVE SECRETARY.....		1444	10
9380	ADMINISTRATIVE SERVICE OFFICER, PORT....	Z	1650	14
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD.	Z	1840	20
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL....	Z	1000	1
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV	Z	7344	54
1114	ADMINISTRATOR, RETIREMENT SERVICES.....	Z	1840	19
1164	ADMINISTRATOR, SFGH MEDICAL CENTER.....	Z	1000	1
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM	Z	1233	5
1235	AFFIRMATIVE ACTION COORDINATOR.....		1233	5
1233	AFFIRMATIVE ACTION SPECIALIST.....		1233	5
3484	AGRICULTURAL DIVISION LAND AGENT.....	Z	4261	45
3450	AGRICULTURAL INSPECTOR.....		3450	41
9212	AIRFIELD SAFETY OFFICER.....		9220	74
9258	AIRPORT ASST DEPUTY DIRECTOR, BUS ADMIN.	Z	9220	74
9256	AIRPORT ASST GEN MGR, OPERATIONS & MAINT	Z	9220	74
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL	Z	9220	74
9205	AIRPORT COMMUNICATIONS COORDINATOR.....	Z	8238	69
9202	AIRPORT COMMUNICATIONS OPERATOR.....		8238	69
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....		8238	69
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR...		2708	35
9255	AIRPORT ECONOMIC PLANNER.....	Z	9220	74
9241	AIRPORT ELECTRICIAN SUPERVISOR.....		7345	56
9240	AIRPORT ELECTRICIAN.....		7345	56
9252	AIRPORT MAINTENANCE SUPERINTENDENT.....	Z	9220	74
9250	AIRPORT MAINTENANCE SUPERVISOR.....	Z	9220	74
9232	AIRPORT MECHANICAL MAINTENANCE SUPV.....		7334	53
5285	AIRPORT NOISE ABATEMENT OFFICER.....	Z	9220	74
9222	AIRPORT OPERATIONS COORDINATOR.....	Z	9220	74
9226	AIRPORT OPERATIONS SUPERINTENDENT.....	Z	9220	74
9220	AIRPORT OPERATIONS SUPERVISOR.....		9220	74
9216	AIRPORT POLICE CAPTAIN.....		8304	71
9215	AIRPORT POLICE LIEUTENANT.....		8304	71

9210	AIRPORT POLICE OFFICER.....		8304	71
9211	AIRPORT POLICE SERGEANT.....		8304	71
9206	AIRPORT PROPERTY SPECIALIST I.....		4261	45
9207	AIRPORT PROPERTY SPECIALIST II.....		4261	45
2526	AMBULANCE DRIVER.....		2312	26
3320	ANIMAL KEEPER.....		7514	63
7331	APPRENTICE MAINTENANCE MACHINIST.....		7381	60
7333	APPRENTICE STATIONARY ENGINEER.....		7334	53
7375	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		7334	53
3506	AQUARIST.....		7514	63
3512	AQUARIUM EXHIBIT PREPARATOR.....		7514	63
3516	AQUATIC COLLECTOR.....	Z	7514	63
3130	ARBORETUM DIRECTOR.....	Z	7514	63
5268	ARCHITECT.....	Z	5204	47
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	5204	46
5260	ARCHITECTURAL ASSISTANT I.....		5204	47
5261	ARCHITECTURAL ASSISTANT II.....		5204	47
5265	ARCHITECTURAL ASSOCIATE I.....	Z	5204	47
5266	ARCHITECTURAL ASSOCIATE II.....	Z	5204	47
3464	AREA SUPV, PARKS SQUARES AND FACILITIES.	Z	7514	63
7220	ASPHALT FINISHER SUPERVISOR I.....		7514	63
7404	ASPHALT FINISHER.....		7514	64
7221	ASPHALT PLANT SUPERVISOR I.....		7355	59
7502	ASPHALT WORKER.....		7514	64
4202	ASSESSMENT CLERK.....		1444	10
4290	ASSESSOR.....	Z	1000	3
1814	ASSISTANT ACTUARY.....	Z	1650	14
3216	ASSISTANT AQUATICS SUPERVISOR.....		3204	39
4370	ASSISTANT CASHIER, TAX COLLECTOR.....		1444	11
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	8176	66
8183	ASSISTANT CHIEF ATTORNEY II (CIVIL AND C	Z	8176	66
4332	ASSISTANT CHIEF OF INVESTMENTS.....	Z	1840	20
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.	Z	4261	45
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU..	Z	8146	65
5122	ASSISTANT CITY ARCHITECT.....	Z	1000	3
3668	ASSISTANT CITY LIBRARIAN.....	Z	1000	3
5204	ASSISTANT CIVIL ENGINEER.....	Z	5204	46
9158	ASSISTANT CLAIMS AGENT.....	Z	8146	65
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS...		1444	9
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	Z	8146	65
1672	ASSISTANT CONTROLLER.....	Z	1000	1
2650	ASSISTANT COOK.....		2604	33
8316	ASSISTANT COUNSELOR.....		8320	72
1136	ASSISTANT COUNTY CLERK.....	Z	1000	1
8112	ASSISTANT COURT CLERK.....		1444	11
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	1840	20
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	1840	20
2116	ASSISTANT DIRECTOR MEDICAL RECORDS.....	Z	1444	10
4144	ASSISTANT DIRECTOR OF PROPERTY.....	Z	1000	3
3432	ASSISTANT DIRECTOR, ARBORETUM.....	Z	7514	63

1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	1000	1
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	8320	72
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	8320	72
1248	ASSISTANT DIVISION MANAGER, PERSONNEL...	Z	1242	6
5236	ASSISTANT ELECTRICAL ENGINEER.....	Z	5204	47
3410	ASSISTANT GARDENER.....		7514	63
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	1000	1
2785	ASSISTANT GENERAL SERVICES MANAGER.....		2708	35
3322	ASSISTANT HEAD ANIMAL KEEPER.....		7514	63
2819	ASSISTANT HEALTH EDUCATOR.....	Z	1314	7
5272	ASSISTANT LANDSCAPE ARCHITECT.....	Z	5204	47
1827	ASSISTANT MANAGEMENT ANALYST.....	Z	1840	19
5252	ASSISTANT MECHANICAL ENGINEER.....	Z	5204	47
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....	Z	8440	73
1240	ASSISTANT PERSONNEL ANALYST.....	Z	1242	6
7408	ASSISTANT POWER HOUSE OPERATOR.....		7345	55
1950	ASSISTANT PURCHASER.....	Z	1952	24
3287	ASSISTANT RECREATION SUPERVISOR.....	Z	3284	39
2275	ASSISTANT RESIDENT I.....	Z	2230	25
2277	ASSISTANT RESIDENT II.....	Z	2230	25
2279	ASSISTANT RESIDENT III.....	Z	2230	25
2281	ASSISTANT RESIDENT IV.....	Z	2230	25
1812	ASSISTANT RETIREMENT ANALYST.....	Z	1650	14
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	1242	6
6208	ASSISTANT SEWER SAFETY INSPECTOR.....		6120	52
8315	ASSISTANT SHERIFF.....	Z	8304	71
1871	ASSISTANT SOFTWARE ANALYST.....	Z	1872	22
1932	ASSISTANT STOREKEEPER.....		1934	23
3292	ASSISTANT SUPERINTENDENT, RECREATION....	Z	3284	40
8115	ASSISTANT SUPERVISING COURT CLERK.....		1444	11
5192	ASSISTANT TO DIRECTOR OF PUBLIC WORKS...		1840	20
9960	ASSISTANT TO PROFESSIONALS.....		1444	12
2456	ASSISTANT TOXICOLOGIST.....	Z	2444	29
5226	ASSISTANT TRAFFIC ENGINEER.....	Z	5204	47
5222	ASSISTANT WATER PURIFICATION ENGINEER...	Z	5204	46
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR....		1233	5
1043	ASSOC COORDINATOR, COMM ON STAT OF WOMEN	Z	1000	1
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION...	Z	5204	49
5133	ASSOC MGR,BUR OF WATER POLLUTION CONTROL	Z	5204	46
1826	ASSOCIATE BUDGET ANALYST.....	Z	1650	14
5206	ASSOCIATE CIVIL ENGINEER.....	Z	5204	46
5238	ASSOCIATE ELECTRICAL ENGINEER.....	Z	5204	47
5205	ASSOCIATE MATERIALS ENGINEER.....	Z	5204	46
5254	ASSOCIATE MECHANICAL ENGINEER.....	Z	5204	47
1491	ASSOCIATE REGISTRAR, SFJCD.....	Z	1840	19
5247	ASSOCIATE SANITARY ENGINEER.....	Z	5204	47
5229	ASSOCIATE TRAFFIC ENGINEER.....	Z	5204	47
5224	ASSOCIATE WATER PURIFICATION ENGINEER...		5204	47
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS....	Z	1000	3
8149	ASST CHIEF DIST ATTORNEY'S INVESTIGATOR.	Z	8146	65

4225	ASST CHIEF PERSONAL PROPERTY AUDITOR....	Z	1650	14
0416	ASST CHIEF PROBATION OFFICER, JUV COURT.	Z	1000	4
4210	ASST CHIEF TECHNICAL AND ASSESMENT SERV.	Z	4261	45
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV	Z	1736	16
1656	ASST CONTROL SUPERVISOR, EDP.....		1720	15
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING).	Z	5278	50
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS.	Z	5278	50
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART....	Z	1840	20
6127	ASST DIR, BUR OF ENVIRON HEALTH SERV....	Z	6120	52
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE....	Z	1000	2
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	1000	2
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE..	Z	7514	63
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS...	Z	3284	39
2969	ASST DIRECTOR, SOC SERVICES PROGRAMS....	Z	2910	38
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	1000	3
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	1242	6
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	5204	46
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	5204	46
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN..		7345	55
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION.	Z	1650	14
1095	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC..	Z	1000	1
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC.	Z	1000	1
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV..	Z	1000	3
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	1000	2
7202	ASST PARK SUPT FOR STRUCTURAL MAINT.....	Z	7344	54
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN.	Z	1000	1
3080	ASST PREPEATION DIRECTOR (PART TIME)....		3284	39
9395	ASST RENTAL MANAGER, PORT OF SF.....		4261	45
8464	ASST SECRETARY, COUNTY PAROLE COMM.....		8440	73
5179	ASST SUPT, BUILDING INSPECTION ADM.....	Z	5204	46
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS..	Z	7344	54
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL.....	Z	7355	59
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV	Z	7355	59
3466	ASST SUPT, PARKS SQUARES AND FACILITIES.	Z	7514	63
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	5204	46
5186	ASST TO DIR OF BUILDINGS AND GROUNDS, SF		7334	53
1136	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	1314	7
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	1314	7
1659	ASST TO THE DIRECTOR OF INFORMATION.....	Z	1314	7
2993	ASST TO THE DIRECTOR, COMM ON THE AGING.	Z	1840	20
0 54	ATHLETIC ATTENDANT.....		3284	39
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	8176	66
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	8176	66
8190	ATTORNEY, TAX COLLECTOR.....	Z	8176	66
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....		1934	23
2538	AUDIOMETRIST.....	Z	2556	31
7302	AUTO BODY AND FENDER WORKER ASST SUPV...		7381	60
7264	AUTO BODY AND FENDER WORKER SUPV I.....		7381	60
7386	AUTOMOTIVE BODY AND FENDER WORKER.....		7381	60
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....		7381	60

7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....		7381	60
7313	AUTOMOTIVE MACHINIST.....		7381	60
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR		7381	60
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....		7381	60
7381	AUTOMOTIVE MECHANIC.....		7381	60
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....		7381	60
7410	AUTOMOTIVE SERVICE WORKER.....		7381	60
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR.	Z	7381	60
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....		7381	60
2416	BACTERIOLOGICAL LABORATORY ASSISTANT....		2312	26
2652	BAKER.....		2604	33
7303	BARBER.....		2312	27
3206	BEACH LIFEGUARD.....		3284	39
7324	BEAUTICIAN.....		2312	27
7305	BLACKSMITH.....		7381	60
7414	BLACKSMITH'S FINISHER.....		7381	60
1778	BLUEPRINT AND REPRODUCTION MANAGER.....	Z	1760	17
1740	BLUEPRINTING MACHINE OPERATOR.....		1760	17
6236	BOILER INSPECTOR.....		7347	58
4312	BOND AND COUPON SUPERVISOR.....		1444	11
7416	BOOK REPAIRER.....		3630	44
1436	BRAILLIST.....		1444	9
7307	BRICKLAYER.....		7514	64
7420	BRIDGETENDER.....		7334	53
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...		7334	53
8207	BUILDING AND GROUNDS PATROL OFFICER.....		8204	67
5217	BUILDING CODE ANALYST.....	Z	5204	46
6331	BUILDING INSPECTOR.....	Z	7344	54
5214	BUILDING PLANS ENGINEER.....	Z	5204	46
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT..		7334	53
1832	BUSINESS MANAGER, CITY COLLEGE.....	Z	1650	14
8336	BUSINESS MANAGER, JUVENILE COURT.....	Z	1650	14
3104	BUSINESS MANAGER, REC AND PARK DEPT.....	Z	1650	14
9385	BUSINESS SERVICE OFFICER, PORT OF SF....		1650	14
7223	CABLE MACHINERY SUPERVISOR.....		7334	53
7275	CABLE SPLICER SUPERVISOR I.....		7345	55
7308	CABLE SPLICER.....		7345	55
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)		1444	10
R101	CAMP ASSISTANT.....		3284	39
R102	CAMP MANAGER.....		3284	39
7224	CAR AND AUTO PAINTER SUPERVISOR I.....		7346	57
7309	CAR AND AUTO PAINTER.....		7346	57
7226	CARPENTER SUPERVISOR I.....		7344	54
7272	CARPENTER SUPERVISOR II.....		7344	54
7344	CARPENTER.....		7344	54
4378	CASH MANAGEMENT AND INVESTMENT OFFICER..	Z	1840	20
4320	CASHIER I.....		1444	11
4321	CASHIER II.....		1444	11
4322	CASHIER III.....		1444	11
4372	CASHIER, TAX COLLECTOR.....		1444	11

7227	CEMENT FINISHER SUPERVISOR I.....		7514	63
7211	CEMENT MASON SUPERVISOR II.....		7514	63
7311	CEMENT MASON.....		7514	64
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH...		2312	26
7312	CHAUFFEUR.....		7355	59
0 1	CHAUFFEUR, PASSENGER.....		7355	59
2656	CHEF.....		2604	33
1658	CHIEF ACCOUNTANT.....	Z	1650	14
1182	CHIEF ADMINISTRATIVE OFFICER.....	Z	1000	1
8436	CHIEF ADULT PROBATION OFFICER.....	Z	1000	4
4269	CHIEF APPRAISER.....	Z	4261	45
4282	CHIEF ASSISTANT ASSESSOR.....	Z	1000	3
1680	CHIEF ASSISTANT CONTROLLER.....	Z	1000	1
4384	CHIEF ASSISTANT TREASURER.....	Z	1000	2
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS..	Z	1000	1
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)...	Z	8176	66
8184	CHIEF ATTORNEY II.....	Z	8176	66
6334	CHIEF BUILDING INSPECTOR.....	Z	7344	54
1410	CHIEF CLERK.....	Z	1444	8
2578	CHIEF CLINICAL PSYCHOLOGIST.....	Z	2574	32
1129	CHIEF DEPUTY REGISTRAR OF VOTERS.....	Z	1000	1
2812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS		1444	10
8314	CHIEF DEPUTY SHERIFF.....	Z	8304	71
2626	CHIEF DIETITIAN.....	Z	2624	34
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR..	Z	8146	65
6250	CHIEF ELECTRICAL INSPECTOR.....	Z	7345	55
8236	CHIEF FIRE ALARM DISPATCHER.....		8238	69
9379	CHIEF HARBOR ENGINEER.....	Z	5204	49
6274	CHIEF HOUSING INSPECTOR.....	Z	6120	52
4340	CHIEF INVESTIGATOR, TAX COLLECTOR.....		1444	11
1115	CHIEF INVESTMENT OFFICER.....	Z	1840	19
3638	CHIEF LIBRARIAN.....	Z	3630	44
2584	CHIEF MEDICAL EXAMINER - CORONER.....	Z	1000	3
2446	CHIEF MICROBIOLOGIST.....	Z	2444	29
8230	CHIEF MUSEUM GUARD.....		8204	67
3525	CHIEF MUSEUM PREPARATOR.....		3542	42
3430	CHIEF NURSERY SPECIALIST.....	Z	7514	63
1880	CHIEF OF SYSTEMS.....	Z	1872	22
1279	CHIEF OF TECH SELECTION SERVICES.....	Z	1242	6
1226	CHIEF PAYROLL AND PERSONNEL CLERK.....		1444	8
4226	CHIEF PERSONAL PROPERTY AUDITOR.....	Z	1650	14
6244	CHIEF PLUMBING INSPECTOR.....	Z	7347	58
8418	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	1000	4
2934	CHIEF PSYCHIATRIC SOCIAL WORKER.....	Z	2910	38
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....		2426	28
2203	CHIEF RESIDENT.....	Z	2230	25
7205	CHIEF STATIONARY ENGINEER.....		7334	53
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.		7336	53
5216	CHIEF SURVEYOR.....	Z	5204	46
1710	CHIEF TELEPHONE OPERATOR.....		8238	69

9125	CHIEF TRANSIT INFORMATION CLERK.....		1444	12
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	5204	46
7204	CHIEF WATER SERVICE INSPECTOR.....		1466	13
8150	CHIEF WELFARE FRAUD INVESTIGATOR.....	Z	8146	65
9357	CHIEF WHARFINGER.....	Z	1444	12
9218	CHIEF, BUREAU OF AIRPORT SECURITY.....	Z	8304	71
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	1314	7
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	1650	14
5181	CHIEF, BUREAU OF SANITARY ENGINEERING...	Z	5204	46
8161	CHIEF, FAMILY SUPPORT BUREAU.....	Z	8146	65
2925	CHIEF, MEDICAL SOCIAL SERVICES.....	Z	2910	38
2535	CHIEF, PARAMEDIC DIVISION.....	Z	2312	26
4328	CHIEF, PARKING METER COLLECTIONS.....		1444	11
4212	CHIEF, TECHNICAL AND ASSESMENT SERVICES.	Z	4261	45
2944	CHILD WELFARE SUPERVISOR.....	Z	2910	38
2940	CHILD WELFARE WORKER.....	Z	2910	38
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT.		2604	33
2674	CHILDREN'S CENTER HOUSEPARENT.....		2604	33
9411	CITIZEN PARTICIPATION REHAB MONITOR.....	Z	5278	51
2975	CITIZEN'S COMPLAINT OFFICER.....	Z	1233	5
5124	CITY ARCHITECT.....	Z	1000	3
3644	CITY ARCHIVIST.....	Z	3630	44
8197	CITY ATTORNEY.....	Z	1000	3
3592	CITY COLLEGE READER.....	Z	3593	43
5158	CITY DISTRIBUTION DIV, ASST MANAGER.....	Z	5204	46
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	5204	46
3670	CITY LIBRARIAN.....	Z	1000	3
5328	CITY PLANNING GRAPHICS AIDE.....		5204	48
5330	CITY PLANNING GRAPHICS SUPERVISOR.....		5204	48
5276	CITY PLANNING INTERN.....	Z	5278	50
7277	CITY SHOPS ASST SUPERINTENDENT.....		7381	60
7150	CITY SHOPS GENERAL SUPERINTENDENT.....	Z	7381	60
5208	CIVIL ENGINEER.....	Z	5204	46
5360	CIVIL ENGINEERING ASSISTANT I.....		5204	48
5362	CIVIL ENGINEERING ASSISTANT II.....		5204	48
5364	CIVIL ENGINEERING ASSOCIATE I.....		5204	48
9157	CLAIMS ADJUSTER.....		8146	65
9155	CLAIMS INVESTIGATOR.....		8146	65
1474	CLAIMS PROCESS CLERK.....		1444	9
1494	CLERK I.....		1444	9
1495	CLERK II.....		1444	9
1496	CLERK III.....		1444	9
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK.	Z	0000	1
1444	CLERK STENOGRAPHER.....		1444	9
1424	CLERK TYPIST.....		1444	8
1404	CLERK.....		1444	8
2440	CLINICAL LABORATORY TECHNOLOGIST.....	Z	2444	29
2454	CLINICAL PHARMACIST.....		2450	30
2574	CLINICAL PSYCHOLOGIST.....	Z	2774	32
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	0000	1

1948	CODING SUPERVISOR, PURCHASING DEPT.....		1934	23
4366	COLLECTION SUPERVISOR.....		1444	11
4306	COLLECTIONS CLERK.....		1444	10
3591	COLLEGE AIDE.....		3593	43
4310	COMMERCIAL DIV ASST SUPERVISOR.....	Z	1444	11
1116	COMMERCIAL DIVISION ASSISTANT MANAGER...	Z	1840	19
1118	COMMERCIAL DIVISION MANAGER.....	Z	1840	19
4311	COMMERCIAL DIVISION SUPERVISOR.....	Z	1444	11
9396	COMMERCIAL PROPERTY MANAGER.....	Z	4261	45
7257	COMMUNICATION LINE SUPERVISOR I.....		7345	55
7273	COMMUNICATION LINE WORKER SUPV II.....		7345	55
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	1314	7
9976	COMMUNITY RELATIONS SPECIALIST SFUSD....	Z	3593	43
2987	COMMUNITY REP, OFFICE OF THE AGING.....		2910	38
2951	COMMUNITY SERVICES COORDINATOR.....	Z	2910	38
9971	COMMUNITY WORKER.....		2910	38
8166	COMPENSATION CLAIMS SUPERVISOR.....	Z	8146	65
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR....	Z	1736	16
1741	COMPUTER OPERATIONS SUPERVISOR I.....	Z	1736	16
1739	COMPUTER OPERATIONS SUPERVISOR II.....	Z	1736	16
9307	COMPUTER OPERATIONS SUPERVISOR, PORT....		1072	22
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR..	Z	1736	16
1734	COMPUTER OPERATOR I.....		1736	16
1736	COMPUTER OPERATOR II.....		1736	16
1731	COMPUTER OPERATOR TRAINEE.....		1736	16
1514	CONFID SECRETARY OF SUPT OF SCHOOLS.....		1444	10
1520	CONFID SECRETARY TO DISTRICT ATTORNEY...		1444	10
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR	Z	1444	10
1502	CONFID SECY TO DIR, PARKING AUTHORITY...		1444	10
8134	CONFIDENTIAL CRIME REPORTER.....		1444	11
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	1840	19
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	1840	19
1516	CONFIDENTIAL SECRETARY TO SUPT, SFJCD...		1444	10
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	1840	19
1523	CONFINDENTIAL SECRETARY TO THE C.A.O....	Z	1444	10
9360	CONSTRUCTION AND MAINT SUPV II, PORT....		7355	59
6318	CONSTRUCTION INSPECTOR.....		5204	40
1330	CONSUMER RELATIONS REP.....	Z	1314	7
8154	CONSUMER MEDIATION REPRESENTATIVE.....		8146	65
2992	CONTRACT COMPLIANCE OFFICER I.....	Z	1233	5
2978	CONTRACT COMPLIANCE OFFICER II.....		1233	5
1853	CONTROL CLERK, EDP.....		1720	15
1858	CONTROL SUPERVISOR, EDP.....		1720	15
1602	CONTROLLER.....	Z	1000	1
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	8176	66
4130	CONVENTION FACILITIES ASSISTANT MANAGER.	Z	4261	45
4132	CONVENTION FACILITIES MANAGER.....	Z	4261	45
2654	COOK.....		2604	33
2632	COOK-MANAGER, ELEMENTARY SCHOOL.....		2604	33
2634	COOK-MANAGER, SECONDARY SCHOOL.....		2604	33

9405	COORD PROG MONITOR, CITY DEMONSTR AGENCY	Z	5278	51
5408	COORDINATOR OF CITIZEN INVOLVEMENT.....	Z	5278	50
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	Z	3630	44
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	3630	44
1186	COORDINATOR, COMM ON THE STATUS OF WOMEN	Z	1000	1
2991	COORDINATOR, HUMAN RIGHTS COMMISSION....	Z	1233	5
5414	COORDINATOR, OPEN SPACE & PK RENOVATION.	Z	5278	50
1817	COPY READER.....	Z	5278	50
2524	CORONER'S ESTATE INVESTIGATOR.....		8146	65
2580	CORONER'S INVESTIGATOR.....		8146	65
5370	COST ESTIMATOR.....		5204	48
8318	COUNSELOR II.....	Z	8320	72
8321	COUNSELOR-BOYS' RANCH SCHOOL.....	Z	8320	72
8320	COUNSELOR-JUVENILE HALL.....	Z	8320	72
1142	COUNTY CLERK.....	Z	1000	1
8446	COURT ALTERNATIVE SPECIALIST I.....		8440	73
8448	COURT ALTERNATIVE SPECIALIST II.....		8440	73
8113	COURT CLERK.....		1444	11
8138	COURT REPORTER.....		1444	11
3260	CRAFTS INSTRUCTOR.....	Z	3284	39
7423	CRIBBER ASSISTANT SUPERVISOR.....		7514	64
7422	CRIBBER.....		7514	64
8450	CRIMINAL JUSTICE SPECIALIST I.....	Z	8440	73
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	8440	73
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	8440	73
8260	CRIMINALIST.....	Z	8260	70
2844	CRIPPLED CHILDREN'S SERVICES SUPERVISOR.	Z	2910	38
3541	CURATOR I.....	Z	3542	42
3542	CURATOR II.....	Z	3542	42
3544	CURATOR III.....	Z	3542	42
3546	CURATOR IV.....	Z	3542	42
3262	CURATOR OF ARTS AND CRAFTS, JR MUSEUM...	Z	3284	39
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM...	Z	3284	40
3360	CURATOR OF ZOOLOGICAL EXHIBITS.....	Z	7514	63
3547	CURATOR V.....	Z	3542	42
3540	CURATORIAL AIDE.....		3542	42
Y 14	CURATORIAL ASSISTANT.....		3542	42
2716	CUSTODIAL ASSISTANT SUPERVISOR.....		2708	35
2718	CUSTODIAL SUPERVISOR I.....		2708	35
2708	CUSTODIAN.....		2708	35
3238	DANCE INSTRUCTOR.....	Z	3284	39
1720	DATA ENTRY OPERATOR.....		1720	15
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV	Z	1872	22
9334	DECKHAND, TUGS AND DREDGES.....		7355	59
2202	DENTAL AIDE.....		2426	28
2204	DENTAL HYGIENIST.....		2426	28
2210	DENTIST.....	Z	2230	25
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS..	Z	1000	2
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS...		1000	3
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN..		1000	2

5194	DEP DIRECTOR OF DPW FOR OPERATIONS.....		1000	2
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC.	Z	1000	3
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL.	Z	1000	2
1276	DEPARTMENTAL PERSONNEL DIRECTOR.....	Z	1242	6
1270	DEPARTMENTAL PERSONNEL OFFICER.....	Z	1242	6
2897	DEPUTY DIR FOR PROG PLAN DEV, RES, EVAL.		1000	1
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z	1000	3
2985	DEPUTY DIR,COMMISION ON AGING.....	Z	1000	1
2896	DEPUTY DIRECTOR FOR COMM HEALTH SERV....		1000	3
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH...	Z	1000	3
2893	DEPUTY DIRECTOR OF ADMINISTRATION.....		1000	1
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CMHS.	Z	1000	3
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	1000	2
5115	DEPUTY DIRECTOR OF PLANNING.....		1000	3
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	1000	2
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	1000	2
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	1000	2
5111	DEPUTY FOR DEVELOPMENT.....	Z	1840	20
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		1000	2
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	1000	2
9185	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	1000	2
8304	DEPUTY SHERIFF.....		8304	71
5183	DEPUTY SUPT, BUILDING INSPECTION.....	Z	5204	46
4373	DEPUTY TAX ADMINISTRATOR.....	Z	1000	2
9137	DIESEL TUGBOAT OPERATOR.....		7355	59
2624	DIETITIAN.....	Z	2624	34
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV..	Z	2556	31
5107	DIR OF BUILDINGS AND GROUNDS, SFUSD.....		7334	53
6126	DIR, BUR OF ENVIRONMENTAL HEALTH SERV...	Z	6120	52
9714	DIR, MAYOR'S OFFICE OF EMP AND TRAINING.	Z	1242	6
2958	DIR, VOCATIONAL DEVELOPMT AND TRAINING..	Z	2910	38
3578	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	Z	1000	3
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	1840	20
9278	DIRECTOR OF AIRPORTS.....	Z	1000	2
2250	DIRECTOR OF CLINICAL SERVICES.....	Z	2230	25
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z	1000	3
2630	DIRECTOR OF FOOD SERVICES, SFUSD.....	Z	2624	34
1169	DIRECTOR OF HEALTH.....	Z	1000	2
1857	DIRECTOR OF INFORMATION.....	Z	1314	7
8344	DIRECTOR OF INSTITUTIONS, JUVENILE COURT	Z	8320	72
5116	DIRECTOR OF PLANNING.....	Z	1000	3
9189	DIRECTOR OF PLANNING, MUNI RAILWAY.....	Z	5278	50
4150	DIRECTOR OF PROPERTY.....	Z	1000	3
5190	DIRECTOR OF PUBLIC WORKS.....	Z	1000	3
1162	DIRECTOR OF PURCHASING AND SERVICES.....	Z	1000	2
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR..		1444	11
9177	DIRECTOR OF SYSTEMS SAFETY.....		5204	49
8347	DIRECTOR OF TRAINING PROGRAM, SHERIFF...	Z	1242	6
1234	DIRECTOR OF TRAINING.....	Z	1242	6
2978	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	1840	20

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2988	DIRECTOR, AGING PROGRAM.....	Z	1000	2
8330	DIRECTOR, BOYS' RANCH SCHOOL.....	Z	8320	72
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY...	Z	1242	6
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS...	Z	9220	74
3562	DIRECTOR, CULTURAL AFFAIRS.....	Z	1000	2
2212	DIRECTOR, DIVISION OF DENTAL HEALTH.....	Z	2230	25
8246	DIRECTOR, EMERGENCY SERVICES.....	Z	1000	2
8185	DIRECTOR, FAMILY SUPPORT BUREAU.....	Z	8176	66
9384	DIRECTOR, FINANCE AND ADMINISTRATION....		1840	20
2986	DIRECTOR, HUMAN RIGHTS COMMISSION.....	Z	1000	3
9388	DIRECTOR, MARITIME.....		1840	20
2118	DIRECTOR, MEDICAL RECORDS.....	Z	1444	10
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT....	Z	1242	6
9383	DIRECTOR, PLANNING AND RESEARCH.....	Z	1840	20
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES....	Z	2444	29
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS.....	Z	2910	38
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING...	Z	1000	3
1896	DIRECTOR, WELFARE AUDITS.....	Z	1650	14
2806	DISEASE CONTROL INVESTIGATOR.....	Z	6120	52
8198	DISTRICT ATTORNEY.....	Z	1000	4
8146	DISTRICT ATTORNEY'S INVESTIGATOR.....	Z	8146	65
2234	DISTRICT HEALTH OFFICER.....	Z	2230	25
1278	DIVISION MANAGER, PERSONNEL.....	Z	1242	6
5156	DIVISION MANAGER, SUBURBAN OPERATIONS...	Z	5204	46
5359	DRAFTING TECHNICIAN TRAINEE.....		5204	48
3240	DRAMA INSTRUCTOR.....	Z	3284	39
9340	DREDGING SUPERVISOR.....		7355	59
C101	DRESSING ROOM ATTENDANT.....		2708	35
7424	DRYER-MIXER OPERATOR.....		7355	59
2977	EDUCATION INTEGRATION SPECIALIST.....	Z	1233	5
1486	EDUCATIONAL CREDENTIALS TECHNICIAN.....		1444	9
7131	ELEC MAINT AND CONSTRUCTION SUPT.....	Z	7345	55
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY...	Z	7345	55
1403	ELECTIONS CLERK.....		1444	8
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR.		1444	9
1475	ELECTIONS PLANNING SUPERVISOR.....		1444	9
1414	ELECTIONS SUPERVISOR.....		1444	8
1471	ELECTIONS WORKER.....		1444	9
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I.....		7381	60
7319	ELECTRIC MOTOR REPAIRER.....		7381	60
5240	ELECTRICAL ENGINEER.....	Z	5204	47
5350	ELECTRICAL ENGINEERING ASSISTANT I.....		5204	48
5352	ELECTRICAL ENGINEERING ASSISTANT II.....		5204	48
5354	ELECTRICAL ENGINEERING ASSOCIATE I.....		5204	48
6240	ELECTRICAL INSPECTOR.....	Z	7345	55
7432	ELECTRICAL LINE HELPER.....		7345	55
7310	ELECTRICAL LINE WORKER.....		7345	55
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR.	Z	7381	60
7300	ELECTRICAL TRANSIT MECHANIC ASST SUPV...		7381	60
7253	ELECTRICAL TRANSIT MECHANIC SUPV I.....		7381	60

7379	ELECTRICAL TRANSIT MECHANIC.....		7381	60
7409	ELECTRICAL TRANSIT SERVICE WORKER.....		7381	60
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I....		7381	60
7238	ELECTRICIAN SUPERVISOR I.....		7345	55
7276	ELECTRICIAN SUPERVISOR II.....		7345	55
7345	ELECTRICIAN.....		7345	55
2432	ELECTROCARDIOGRAPH TECHNICIAN.....		2426	28
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....		2426	28
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II.....		2426	28
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN....		7345	55
7318	ELECTRONIC MAINTENANCE TECHNICIAN.....		7345	55
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR.		7345	55
7321	ELEVATOR MECHANIC.....		7334	53
7426	ELEVATOR OPERATOR.....		8204	67
2911	ELIGIBILITY APPEALS SPECIALIST.....	Z	2903	37
2907	ELIGIBILITY WORKER SUPERVISOR.....		2903	37
2903	ELIGIBILITY WORKER.....		2903	37
8247	EMERGENCY PLANNING COORDINATOR.....	Z	1000	2
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR.....	Z	2574	32
9702	EMPLOYMENT AND TRAINING SPECIALIST I....	Z	1242	6
9704	EMPLOYMENT AND TRAINING SPECIALIST II...	Z	1242	6
9706	EMPLOYMENT AND TRAINING SPECIALIST III..	Z	1242	6
9708	EMPLOYMENT AND TRAINING SPECIALIST IV...	Z	1242	6
9710	EMPLOYMENT AND TRAINING SPECIALIST V....	Z	1242	6
9366	ENGINEERING AIDE, PORT.....		5204	49
5366	ENGINEERING ASSOCIATE II.....		5204	48
6120	ENVIRONMENTAL HEALTH INSPECTOR.....	Z	6120	52
5284	ENVIRONMENTAL REVIEW OFFICER.....	Z	5278	50
1405	EQUALIZATION CLERK.....		1444	8
1445	EQUALIZATION CLERK-STENOGRAPHER.....		1444	9
1425	EQUALIZATION CLERK-TYPIST.....		1444	8
1427	EQUALIZATION RECORDS CONTROL CLERK.....		1444	9
4230	ESTATE INVESTIGATOR.....	Z	8146	65
3115	EXEC ASST TO GEN MANAGER, REC AND PARK..	Z	3284	39
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	1840	19
1550	EXEC ASST TO THE BOARD OF EDUCATION.....	Z	1444	10
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	1000	1
2126	EXEC ASST, COMM MENTAL HEALTH SERVICE...	Z	1840	20
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM..	Z	1000	1
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z	1000	3
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	8440	73
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	1000	1
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	1840	20
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	1840	19
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	1840	21
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	1840	19
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	1000	1
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	1000	1
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM.	Z	1000	2
1845	EXECUTIVE REPRESENTATIVE.....		1840	19

1574	EXECUTIVE SECRETARY TO THE CONTROLLER... Z	1444	10
3566	EXECUTIVE SECRETARY, MUSEUMS..... Z	1650	14
8157	FAMILY SUPPORT INVESTIGATOR I..... Z	8146	65
8158	FAMILY SUPPORT INVESTIGATOR II..... Z	8146	65
8159	FAMILY SUPPORT INVESTIGATOR III..... Z	8146	65
9114	FARE COLLECTIONS CASHIER.....	1444	12
9110	FARE COLLECTIONS RECEIVER.....	1444	11
9112	FARE COLLECTIONS TELLER.....	1444	11
3402	FARMER.....	7514	63
3480	FARMERS MARKET MANAGER.....	1840	20
7560	FIELD CONSERVATION AIDE.....	7514	64
7562	FIELD CONSERVATION LEADER.....	7514	64
7566	FIELD CONSERVATION SUPERINTENDENT.....	7514	64
7564	FIELD CONSERVATION SUPERVISOR II.....	7514	64
1914	FILM SERVICE TECHNICIAN.....	1934	23
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH. Z	1650	14
1487	FINANCIAL AIDS ASSISTANT.....	2903	37
1678	FINANCIAL OPERATIONS DIRECTOR..... Z	1650	14
1679	FINANCIAL REPORTS SPECIALIST..... Z	1650	14
8249	FINGERPRINT TECHNICIAN I.....	8260	70
8250	FINGERPRINT TECHNICIAN II.....	8260	70
8251	FINGERPRINT TECHNICIAN III.....	8260	70
8234	FIRE ALARM DISPATCHER.....	8238	69
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR.	7347	58
7323	FIRE DEPT WATER SYSTEM ASST SUPV.....	7347	58
5215	FIRE PROTECTION ENGINEER..... Z	5204	46
6280	FIRE SAFETY INSPECTOR I.....	7344	54
6281	FIRE SAFETY INSPECTOR II.....	7344	54
9980	FIRE SAFETY TECHNICIAN.....	8204	67
2661	FOOD SERVICE ADMINISTRATOR..... Z	2604	33
2637	FOOD SERVICE ASSISTANT SUPERVISOR..... Z	2624	34
2618	FOOD SERVICE SUPERVISOR.....	2604	33
2604	FOOD SERVICE WORKER.....	2604	33
9346	FUSION WELDER.....	7347	58
3418	GARDENER ASSISTANT SUPERVISOR.....	7514	63
3416	GARDENER.....	7514	63
7130	GEN SUPERINTENDENT, FACILITIES MAINT.... Z	7345	55
9159	GENERAL CLAIMS AGENT..... Z	8146	65
B222	GENERAL CLERK.....	1444	8
B408	GENERAL CLERK-STENOGRAPHER.....	1444	8
B512	GENERAL CLERK-TYPIST.....	1444	8
7215	GENERAL LABORER SUPERVISOR I.....	7514	63
7514	GENERAL LABORER.....	7514	64
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM Z	1000	1
1150	GENERAL MANAGER, DEPT OF ELECTRICITY.... Z	1000	2
2974	GENERAL MANAGER, DEPT OF SOC SERVICES... Z	1000	3
5185	GENERAL MANAGER, HETCH HETCHY PROJECT... Z	1840	20
9186	GENERAL MANAGER, MUNICIPAL RAILWAY..... Z	1000	2
1292	GENERAL MANAGER, PERSONNEL..... Z	1000	1
3140	GENERAL MANAGER, REC-PARK DEPT..... Z	1000	3

2786	GENERAL SERVICES MANAGER.....		2708	35
2742	GENERAL SERVICES SUPERVISOR.....		2708	35
7325	GENERAL UTILITY MECHANIC.....		7381	60
7233	GLAZIER SUPERVISOR I.....		7344	54
7326	GLAZIER.....		7344	54
3226	GOLF COURSE STARTER.....		3284	39
3230	GOLF DIRECTOR.....	Z	3284	39
7327	GRANITE CUTTER.....		7514	64
5322	GRAPHIC ARTIST.....		5204	48
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS...		1444	12
2546	HANDICRAFT INSTRUCTOR.....		2556	31
9350	HARBOR POLICE OFFICER.....		8304	71
1656	HEAD ACCOUNTANT.....	Z	1650	14
9242	HEAD AIRPORT ELECTRICIAN.....		7345	56
3324	HEAD ANIMAL KEEPER.....		7514	63
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL.....	Z	8176	66
9336	HEAD DREDGE LEVER OPERATOR.....		7355	59
7351	HEAD MEAT CUTTER.....		2604	33
8210	HEAD PARK PATROL OFFICER.....		8204	67
1774	HEAD PHOTOGRAPHER.....		1770	18
2119	HEALTH CARE ANALYST.....	Z	1840	19
1635	HEALTH CARE BILLING CLERK I.....		1444	10
1636	HEALTH CARE BILLING CLERK II.....		1444	10
2822	HEALTH EDUCATOR.....	Z	1314	7
2589	HEALTH PROGRAM COORDINATOR I.....	Z	2312	26
2591	HEALTH PROGRAM COORDINATOR II.....	Z	2312	26
2593	HEALTH PROGRAM COORDINATOR III.....	Z	2312	26
2818	HEALTH PROGRAM PLANNER.....	Z	2574	32
2585	HEALTH WORKER I.....		2312	26
2586	HEALTH WORKER II.....		2312	26
2587	HEALTH WORKER III.....		2312	26
2588	HEALTH WORKER IV.....		2312	26
6235	HEAT AND VENTILATION INSPECTOR.....		7334	53
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV....	Z	7355	59
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR...	Z	7355	59
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.		7381	60
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS....	Z	5204	46
2420	HISTOLOGY TECHNICIAN.....		2312	26
7428	HODCARRIER.....		7514	64
2994	HOMEMAKER.....		2910	38
2140	HOSPITAL ADMINISTRATIVE ASSISTANT.....	Z	1840	20
2143	HOSPITAL ASSISTANT ADMINISTRATOR.....	Z	1840	20
2145	HOSPITAL ASSOCIATE ADMINISTRATOR.....	Z	1840	20
2908	HOSPITAL ELIGIBILITY WORKER.....		2903	37
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....		2903	37
6125	HOSPITAL HEALTH AND SAFETY OFFICER.....	Z	6120	52
2706	HOUSEKEEPER.....		2708	35
6270	HOUSING INSPECTOR.....	Z	6120	52
5320	ILLUSTRATOR AND ART DESIGNER.....	Z	5204	48
7520	INCINERATOR OPERATOR.....		2708	35

5209	INDUSTRIAL ENGINEER..... Z		5204	46
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY Z		8146	65
2504	INHALATION THERAPIST.....		2556	31
3424	INSECTICIDE SPRAY OPERATOR.....		7514	63
6220	INSPECTOR OF WEIGHTS AND MEASURES.....		3450	41
7524	INSTITUTION UTILITY WORKER.....		2708	35
2120	INSTITUTIONAL ADMITTING OFFICER.....		2312	26
8206	INSTITUTIONAL POLICE CAPTAIN.....		8204	67
8209	INSTITUTIONAL POLICE LIEUTENANT..... Z		8204	67
8204	INSTITUTIONAL POLICE OFFICER.....		8204	67
8205	INSTITUTIONAL POLICE SERGEANT.....		8204	67
3593	INSTRUCTIONAL AIDE I.....		3593	43
3594	INSTRUCTIONAL AIDE II.....		3593	43
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR... Z		5278	50
2273	INTERNE..... Z		2230	25
1920	INVENTORY CLERK.....		1444	10
4334	INVESTIGATOR, TAX COLLECTOR.....		1444	11
3404	JAIL FARM SUPERVISOR.....		7514	63
2517	JAIL MEDICAL TECHNICIAN.....		2312	26
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR		2708	35
2720	JANITORIAL SERVICES SUPERVISOR.....		2708	35
1626	JUNIOR ACCOUNT CLERK.....		1444	10
1820	JUNIOR ADMINISTRATIVE ANALYST..... Z		1840	19
5202	JUNIOR CIVIL ENGINEER..... Z		5204	46
1442	JUNIOR CLERK STENOGRAPHER.....		1444	9
1422	JUNIOR CLERK TYPIST.....		1444	8
1402	JUNIOR CLERK.....		1444	8
5234	JUNIOR ELECTRICAL ENGINEER..... Z		5204	47
1840	JUNIOR MANAGEMENT ASSISTANT..... Z		1840	19
5250	JUNIOR MECHANICAL ENGINEER..... Z		5204	47
3285	JUNIOR MUSEUM DIRECTOR..... Z		3284	39
2484	JUNIOR PUBLIC HEALTH CHEMIST..... Z		2444	29
5220	JUNIOR WATER PURIFICATION ENGINEER..... Z		5204	46
2402	LABORATORY HELPER.....		2312	26
3406	LAND USE AIDE..... Z		4261	45
5274	LANDSCAPE ARCHITECT..... Z		5204	47
3440	LANDSCAPING AND STREET PLANTING SUPV....		7514	63
2782	LAUNDRY SUPERINTENDENT.....		2760	36
2780	LAUNDRY WORKER SUPERVISOR.....		2760	36
2760	LAUNDRY WORKER.....		2760	36
8173	LEGAL ASSISTANT.....		1444	11
8106	LEGAL PROCESS CLERK.....		1444	11
1458	LEGAL STENOGRAPHER.....		1444	9
8118	LEGISLATION CLERK.....		1444	11
1831	LEGISLATIVE AIDE, BOARD OF SUPERVISORS.. Z		1840	19
8116	LEGISLATIVE CALENDAR CLERK.....		1444	11
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION..		1444	9
3630	LIBRARIAN I..... Z		3630	44
3633	LIBRARIAN II ASIAN ART..... Z		3630	44
3631	LIBRARIAN II FINE ARTS..... Z		3630	44

3632	LIBRARIAN II	Z	3630	44
3634	LIBRARIAN III	Z	3630	44
3610	LIBRARY ASSISTANT		3630	44
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY		3630	44
3602	LIBRARY PAGE		3630	44
3616	LIBRARY TECHNICAL ASSISTANT I		3630	44
3618	LIBRARY TECHNICAL ASSISTANT II		1444	11
4336	LICENSE BUREAU ASSISTANT SUPERVISOR		2312	26
2312	LICENSED VOCATIONAL NURSE		5204	49
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER		7345	55
7510	LIGHTING FIXTURE MAINTENANCE WORKER		7345	55
6252	LINE INSPECTOR	Z	3284	39
3202	LOCKER ROOM ATTENDANT		7344	54
7236	LOCKSMITH SUPERVISOR I		7344	54
7342	LOCKSMITH		7381	60
7123	MACHINE SHOP AND PARKING METER SUPT	Z	1760	17
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR		7344	54
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY	Z	7344	54
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ	Z	7344	54
7219	MAINTENANCE ESTIMATOR AND SCHEDULER		7381	61
7434	MAINTENANCE MACHINIST HELPER		7381	60
7258	MAINTENANCE MACHINIST SUPERVISOR I		7381	60
7332	MAINTENANCE MACHINIST		7334	53
7263	MAINTENANCE MANGER, SFUSD		7334	53
7262	MAINTENANCE PLANNER, SFUSD		1840	19
1815	MANAGEMENT AIDE		1840	19
1825	MANAGEMENT ANALYST	Z	1840	19
1842	MANAGEMENT ASSISTANT	Z	1242	6
1821	MANAGEMENT INFO SYSTEMS MANAGER	Z	1242	6
1818	MANAGEMENT INFO SYSTEMS SPECIALIST II	Z	1242	6
1819	MANAGEMENT INFO SYSTEMS SPECIALIST III	Z	1242	6
1811	MANAGEMENT INFORMATION SYSTEMS SPECIALIS	Z	1720	15
1808	MANAGEMENT INFORMATION SYSTEMS TECH I	Z	1720	15
1807	MANAGEMENT INFORMATION SYSTEMS TECH II	Z	1314	7
9373	MANAGER OF MARKETING	Z	1872	22
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC	Z	1840	19
1886	MANAGER, BUR OF PERFORM MONITORING, PUC	Z	1000	2
5132	MANAGER, BUR OF WATER POLLUTION CONTROL	Z	1000	1
1890	MANAGER, DATA PROCESSING, SFUSD	Z	7514	63
7119	MANAGER, SEWER REPAIR	Z	1000	2
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR	Z	[illegible]	39
3232	MARINA ASSISTANT MANAGER		[illegible]	39
3234	MARINA MANAGER		4261	45
4250	MARINE APPRAISER	Z	7355	59
9335	MARINE FIRE AND BOILER OPERATOR		1840	20
9376	MARKET RESEARCH SPECIALIST, PORT	Z	1934	23
1924	MATERIALS AND SUPPLIES SUPERVISOR		5204	47
5304	MATERIALS TESTING AIDE		[illegible]	47
5305	MATERIALS TESTING TECHNICIAN		[illegible]	1
1190	MAYOR	Z		

1848	MAYOR'S PROGRAM CONSULTANT.....	Z	1840	19
1849	MAYOR'S PROGRAM MANAGER.....	Z	1840	19
1851	MAYOR'S SENIOR PROGRAM MANAGER.....	Z	1650	14
7350	MEAT CUTTER.....		2604	33
6309	MECHANICAL CONSTRUCTION INSPECTOR.....		5204	48
5256	MECHANICAL ENGINEER.....	Z	5204	47
5342	MECHANICAL ENGINEERING ASSISTANT I.....		5204	48
5344	MECHANICAL ENGINEERING ASSISTANT II.....		5204	48
5346	MECHANICAL ENGINEERING ASSOCIATE I.....		5204	48
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....		7381	60
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM..	Z	2230	25
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR.....		1444	11
8170	MEDICAL CLAIMS SUPERVISOR.....	Z	1444	11
1464	MEDICAL CLERK STENOGRAPHER.....		1444	9
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL.	Z	1000	3
2430	MEDICAL EXAMINATIONS ASSISTANT.....		2426	28
3658	MEDICAL LIBRARIAN.....	Z	3630	44
2110	MEDICAL RECORDS CLERK.....		1444	10
3650	MEDICAL RECORDS LIBRARIAN.....		1444	10
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR...		1444	10
2112	MEDICAL RECORDS TECHNICIAN.....		1444	10
2924	MEDICAL SOCIAL WORK SUPERVISOR.....	Z	2910	38
2920	MEDICAL SOCIAL WORKER.....	Z	2910	38
2528	MEDICAL STEWARD.....		2312	26
1440	MEDICAL TRANSCRIBER TYPIST.....		1444	9
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM...		1840	19
2823	MENTAL HEALTH EDUCATOR.....	Z	1314	7
1490	MESSAGE CENTER SUPERVISOR.....		1444	9
7389	METALSMITH.....		7381	60
1466	METER READER.....		1466	13
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	1314	7
2462	MICROBIOLOGIST.....	Z	2444	29
1750	MICROPHOTO TECHNICIAN.....		1760	17
2520	MORGUE ATTENDANT.....		2312	26
3419	MUNICIPAL STADIUM GROUNDKEEPER.....		7514	63
3268	MUNICIPAL STADIUMS MANAGER.....	Z	1840	20
8218	MUNICIPAL TRANSIT POLICE OFFICER.....	Z	8204	67
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)		3542	42
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS)	Z	3542	42
3526	MUSEUM CONSERVATOR ASSISTANT.....		3542	42
3528	MUSEUM CONSERVATOR.....		3542	42
3502	MUSEUM EXHIBIT PACKER AND REPAIRER.....		3542	42
3550	MUSEUM EXHIBITION DESIGNER.....	Z	3542	42
8226	MUSEUM GUARD.....		8204	67
3534	MUSEUM PHOTOGRAPHER.....		1770	18
3520	MUSEUM PREPARATOR.....		3542	42
3556	MUSEUM REGISTRAR.....		3542	42
8231	MUSEUM SERVICES CO-ORDINATOR.....	Z	8204	67
8423	NEIGHBORHOOD COORDINATOR.....	Z	8440	73
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE.....		1440	12

3428	NURSERY SPECIALIST		7514	63
2846	NUTRITIONIST	Z	2624	34
2548	OCCUPATIONAL THERAPIST	Z	2556	31
1760	OFFSET MACHINE OPERATOR		1760	17
7328	OPERATING ENGINEER, UNIVERSAL		7355	59
2310	OPERATING ROOM TECHNICIAN		2312	26
1829	OPERATIONS ANALYST	Z	1840	19
2561	OPTOMETRIST		2556	31
3250	ORCHESTRA INSTRUCTOR	Z	3284	39
2301	ORDERLY TRAINEE		2312	26
2302	ORDERLY		2312	26
Y 6	ORGANIST		3284	39
9342	ORNAMENTAL IRON WORKER SUPERVISOR I		7346	54
7395	ORNAMENTAL IRON WORKER		7344	54
2514	ORTHOPEDIC TECHNICIAN I		2312	26
2515	ORTHOPEDIC TECHNICIAN II		2312	26
7242	PAINTER SUPERVISOR I		7346	57
7278	PAINTER SUPERVISOR II		7346	57
7346	PAINTER		7346	57
2534	PARAMEDIC SUPERVISOR	Z	2312	26
2532	PARAMEDIC		2312	26
8208	PARK PATROL OFFICER		8204	67
3422	PARK SECTION SUPERVISOR		7514	63
1104	PARKING AUTHORITY DIRECTOR	Z	1000	1
8214	PARKING CONTROL OFFICER		8214	68
4326	PARKING METER COLLECTION SUPERVISOR		1444	11
4324	PARKING METER COLLECTOR		1444	11
7243	PARKING METER REPAIRER SUPERVISOR I		7384	62
7444	PARKING METER REPAIRER		7384	62
3350	PARKS SUPERINTENDENT	Z	1000	3
1637	PATIENT ACCOUNTS CLERK		1444	10
1664	PATIENT ACCOUNTS MANAGER	Z	1444	10
1663	PATIENT ACCOUNTS SUPERVISOR		1444	10
7358	PATTERNMAKER		7344	54
1220	PAYROLL CLERK		1444	8
1218	PAYROLL SUPERVISOR	Z	1444	8
4119	PERFORMING ARTS CENTER AIDE		1840	20
4220	PERSONAL PROPERTY AUDITOR	Z	1650	14
1242	PERSONNEL ANALYST	Z	1242	6
1202	PERSONNEL CLERK		1444	8
1201	PERSONNEL TECHNICAN TRAINEE		1242	6
1203	PERSONNEL TECHNICIAN		1444	8
2450	PHARMACIST	Z	2450	30
2406	PHARMACY HELPER		2312	26
2409	PHARMACY TECHNICIAN		2312	26
1772	PHOTO-LITHOGRAPHER		1760	17
1770	PHOTOGRAPHER		1770	18
3258	PHOTOGRAPHY DIRECTOR	Z	3284	39
3256	PHOTOGRAPHY INSTRUCTOR	Z	3284	39
2556	PHYSICAL THERAPIST	Z	2556	31

2554	PHYSICAL THERAPY AIDE.....		2556	31
2230	PHYSICIAN SPECIALIST.....	Z	2230	25
2220	PHYSICIAN.....	Z	2230	25
3248	PIANIST.....	Z	3284	39
7359	PIANO TUNER.....		3284	40
9330	PILE WORKER.....		7344	54
9331	PILEDRIVER ENGINE OPERATOR.....		7355	59
9332	PILEDRIVER SUPERVISOR I.....		7344	54
7360	PIPE WELDER.....		7347	58
6262	PLAN CHECKER (ARCHITECTURAL).....		5204	48
6264	PLAN CHECKER (ENGINEERING).....		5204	48
5277	PLANNER I.....	Z	5278	50
5278	PLANNER II.....	Z	5278	50
5292	PLANNER III (ZONING).....	Z	5278	50
5298	PLANNER III ENVIRONMENTAL REVIEW.....	Z	5278	50
5280	PLANNER III.....	Z	5278	50
5281	PLANNER III, ADMINISTRATIVE.....	Z	5278	50
5293	PLANNER III, TRANSPORTATION.....	Z	5278	50
5291	PLANNER III, URBAN DESIGN.....	Z	5278	50
5294	PLANNER IV (ZONING).....	Z	5278	50
5299	PLANNER IV ENVIRONMENTAL REVIEW.....	Z	5278	50
5282	PLANNER IV.....	Z	5278	50
5282B	PLANNER IV, COMMUN PLANNING SPECIALIST..	Z	5278	50
5296	PLANNER IV, URBAN SYSTEMS ANALYST.....	Z	5278	50
5297	PLANNER V (ZONING).....	Z	5278	50
5283	PLANNER V, URBAN DESIGN.....	Z	5278	50
5412	PLANNING COORDINATOR.....	Z	5278	50
7361	PLASTERER.....		7344	54
7213	PLUMBER SUPERVISOR I.....		7347	58
7239	PLUMBER SUPERVISOR II.....		7347	58
7347	PLUMBER.....		7347	58
6242	PLUMBING INSPECTOR.....	Z	7347	58
8274	POLICE CADET.....		8214	68
8238	POLICE COMMUNICATIONS DISPATCHER.....		8238	69
8213	POLICE SERVICES AIDE.....		8214	68
1803	POLICE STATISTICAL CLERK.....		1444	10
3208	POOL LIFEGUARD.....		3284	39
9397	PORT DEVELOPMENT CONSULTANT.....		5278	50
9389	PORT TRAFFIC ANALYST.....	Z	1840	20
9387	PORT TRAFFIC MANAGER.....	Z	1840	20
2738	PORTER ASSISTANT SUPERVISOR.....		2708	35
2740	PORTER SUPERVISOR I.....		2708	35
2736	PORTER.....		2708	35
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I....		7345	55
7128	POWER HOUSE SUPERINTENDENT.....	Z	7345	55
7244	POWER PLANT SUPERVISOR I.....		7345	55
7279	POWERHOUSE ELECTRICIAN SUPV II.....		7345	55
7363	POWERHOUSE ELECTRICIAN.....		7345	55
7364	POWERHOUSE OPERATOR.....		7345	55
1634	PRINCIPAL ACCOUNT CLERK.....		1444	10

1654	PRINCIPAL ACCOUNTANT.....	Z	1650	14
1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	1840	19
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	4261	45
5273	PRINCIPAL ARCHITECT.....	Z	5204	47
5212	PRINCIPAL CIVIL ENGINEER.....	Z	5204	46
1450	PRINCIPAL CLERK STENOGRAPHER.....		1444	9
1408	PRINCIPAL CLERK.....		1444	8
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	Z	6120	52
9117	PRINCIPAL FARE COLLECTIONS RECEIVER.....		1444	12
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR...		1444	11
1461	PRINCIPAL LEGAL STENOGRAPHER.....	Z	1444	9
3524	PRINCIPAL MUSEUM PREPARATOR.....		3542	42
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK...		1444	8
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR.....	Z	1650	14
1246	PRINCIPAL PERSONNEL ANALYST.....	Z	1242	6
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	8146	65
4267	PRINCIPAL REAL PROPERTY APPRAISER.....	Z	4261	45
3291	PRINCIPAL RECREATION SUPERVISOR.....	Z	3284	39
4143	PRINCIPAL RIGHT-OF-WAY-AGENT.....	Z	4261	45
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE..	Z	1444	9
1726	PRINCIPAL TABULATING MACHINE OPERATOR...		1720	15
1216	PRINCIPAL TIMEROLL AUDIT CLERK.....		1444	8
5233	PRINCIPAL TRAFFIC ENGINEER.....	Z	5204	47
1480	PRINCIPAL WATER SERVICES CLERK.....		1444	9
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	8176	66
8419	PRISONER SERVICES COUNSELOR.....	Z	8440	73
8401	PROBATION ASSISTANT.....		8440	73
8402	PROBATION OFFICER TRAINEE.....	Z	8440	73
8440	PROBATION OFFICER.....	Z	8440	73
8102	PROCESS SERVER.....		1444	11
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY.	Z	5278	51
2895	PROGRAM CHIEF, CMHS.....		1000	3
2894	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH..	Z	1000	3
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY.	Z	5278	50
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	5278	50
1870	PROGRAMMER ANALYST TRAINEE.....	Z	1872	22
1872	PROGRAMMER ANALYST.....	Z	1872	22
1652	PROJ DIRECTOR, NEIGHBORHOOD YOUTH CORPS.	Z	1444	10
8425	PROJECT COORDINATOR, SAFE.....	Z	8440	73
1879	PROJECT MANAGER, SPECIAL PROJECT.....	Z	1872	22
6336	PROPERTY REHABILITATION MANAGER.....	Z	7344	54
A170	PROPERTY STAGE HAND.....		7344	54
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY.	Z	8146	65
2304	PSYCHIATRIC ORDERLY.....		2312	26
2930	PSYCHIATRIC SOCIAL WORKER.....	Z	2910	30
2305	PSYCHIATRIC TECHNICIAN.....		2312	26
1126	PUBLIC ADMINISTRATOR.....	Z	1000	1
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	1000	2
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT.....	Z	1000	2
8196	PUBLIC DEFENDER.....	Z	1000	3

8142	PUBLIC DEFENDER'S INVESTIGATOR.....	Z	8146	65
2486	PUBLIC HEALTH CHEMIST I.....	Z	2444	29
2488	PUBLIC HEALTH CHEMIST II.....	Z	2444	29
2490	PUBLIC HEALTH CHEMIST III.....	Z	2444	29
1312	PUBLIC INFORMATION OFFICER.....	Z	1314	7
1310	PUBLIC RELATIONS ASSISTANT.....		1444	8
1314	PUBLIC RELATIONS OFFICER.....	Z	1314	7
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	1314	7
9914	PUBLIC SERVICE AIDE-ADMINISTRATION.....		3593	43
9922	PUBLIC SERVICE AIDE-ASSOC TO PROFESSIONA		1840	21
9920	PUBLIC SERVICE AIDE-ASST TO PROFESSIONAL		1840	21
9924	PUBLIC SERVICE AIDE-HEALTH SERVICES.....		2312	27
9926	PUBLIC SERVICE AIDE-LEGAL ENFORCEMENT...		2312	27
9916	PUBLIC SERVICE AIDE-PUBLIC WORKS.....		7514	64
9918	PUBLIC SERVICE AIDE-SECURITY.....		8204	67
9912	PUBLIC SERVICE AIDE-TECHNICAL.....		3542	42
1341	PUBLIC SERVICE ASSISTANT.....		1444	8
9910	PUBLIC SERVICE TRAINEE.....		1444	12
9940	PUBLIC WORKS AIDE.....		7514	64
1952	PURCHASER.....	Z	1952	24
1954	PURCHASER, PRINTING.....	Z	1952	24
3535	RADIO ANNOUNCER - OPERATOR.....		5204	46
5246	RADIO ENGINEER.....	Z	5204	47
7367	RADIO TECHNICIAN.....		5204	48
2425	RADIOLOGIC TECHNOLOGIST I.....		2426	28
2426	RADIOLOGIC TECHNOLOGIST II.....		2426	28
2427	RADIOLOGIC TECHNOLOGIST III.....		2426	28
2423	RADIOLOGIC TECHNOLOGIST INTERN.....		2426	28
2240	RADIOLOGIST.....	Z	2230	25
4256	REAL ESTATE ANALYST.....	Z	4261	45
4260	REAL PROPERTY APPRAISER TRAINEE.....		4261	45
4261	REAL PROPERTY APPRAISER.....	Z	4261	45
4160	REAL PROPERTY LOAN OFFICER.....	Z	4261	45
3284	RECREATION DIRECTOR.....	Z	3284	39
3294	RECREATION SUPERINTENDENT.....	Z	1000	3
3289	RECREATION SUPERVISOR.....	Z	3284	39
6233	REFRIGERATOR INSPECTOR.....		7334	53
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF	Z	1314	7
1128	REGISTRAR OF VOTERS-RECORDER.....	Z	1000	1
2566	REHABILITATION COUNSELOR.....	Z	2910	38
8420	REHABILITATION SERVICES COORDINATOR.....	Z	8440	73
4110	RENTAL PROPERTY SUPERVISOR.....	Z	4261	45
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION.	Z	1233	5
1763	REPRODUCTION SUPERVISOR I.....		1760	17
1802	RESEARCH ASSISTANT.....	Z	1650	14
2575	RESEARCH PSYCHOLOGIST.....	Z	2574	32
1813	RETIREMENT ANALYST.....	Z	1650	14
1112	RETIREMENT SYSTEM GENERAL MANAGER.....	Z	1000	1
8140	RETIREMENT SYSTEM INVESTIGATOR.....	Z	8146	65
4108	RIDES ATTENDANT HELPER.....		3284	39

3306	RIDES ATTENDANT		3284	40
7370	RIGGER		7514	64
4140	RIGHT-OF-WAY AGENT	Z	4261	45
6102	RODENT CONTROL TECHNICIAN		6120	52
9344	ROOFER SUPERVISOR I		7344	54
9343	ROOFER		7344	54
5177	SAFETY OFFICER	Z	5204	46
9393	SALES MANAGER, PORT OF SAN FRANCISCO	Z	1314	7
5248	SANITARY ENGINEER	Z	5204	47
6106	SANITARY ENGINEERING TECHNICIAN		2444	29
3595	SCHOOL AIDE I		3593	43
3597	SCHOOL AIDE II		3593	43
3598	SCHOOL AIDE III		3593	43
5269	SCHOOL ARCHITECTURAL COORDINATOR	Z	5204	47
6340	SCHOOL CONSTRUCTION COORDINATOR	Z	5204	48
8201	SCHOOL CROSSING GUARD		8204	67
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I		2708	35
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II		2708	35
2727	SCHOOL CUSTODIAN SUPERVISOR I		2708	35
5279	SCHOOL FACILITIES NEEDS ANALYST	Z	5278	50
5295	SCHOOL FACILITIES PLANNER	Z	5278	50
7550	SCHOOL FURNITURE SERVICE WORKER		1934	23
3474	SCHOOL GROUNDS SUPERVISOR		7514	63
7209	SCHOOL HEATING AND VENTILATION SUPV		7334	53
2410	SCHOOL LABORATORY ATTENDANT		3593	43
2636	SCHOOL LUNCHROOM AREA SUPERVISOR	Z	2624	34
2630	SCHOOL LUNCHROOM COOK		2604	33
2615	SCHOOL LUNCHROOM HELPER		2604	33
8203	SCHOOL PATROL AIDE		8204	67
3281	SCHOOL RECREATION AIDE		3284	39
3596	SCHOOL SECURITY AIDE		3593	43
1928	SCHOOL SUPPLIES ANALYST	Z	1952	24
9176	SCHOOL TRANSPORTATION SCHEDULER		1840	20
9178	SCHOOL TRANSPORTATION SUPERVISOR	Z	1840	20
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR		1934	23
1939	SCHOOL WAREHOUSE SUPERVISOR	Z	1934	23
9276	SECRETARY, AIRPORTS COMMISSION	Z	1840	20
1546	SECRETARY, COMMISSION ON THE AGING	Z	1444	10
1540	SECRETARY, FIRE COMMISSION	Z	1840	19
1544	SECRETARY, LIBRARY COMMISSION	Z	1840	19
1548	SECRETARY, SOCIAL SERVICES COMMISSION	Z	1840	19
4331	SECURITY ANALYST	Z	1840	20
9174	SECURITY CHIEF, MUNICIPAL RAILWAY	Z	8204	67
8202	SECURITY GUARD		8204	67
1632	SENIOR ACCOUNT CLERK		1444	10
1652	SENIOR ACCOUNTANT	Z	1650	14
1640	SENIOR ACCOUNTING MACHINE OPERATOR		1444	10
1823	SENIOR ADMINISTRATIVE ANALYST	Z	1840	19
9213	SENIOR AIRFIELD SAFETY OFFICER		9220	74
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION		8238	69

3321	SENIOR ANIMAL KEEPER.....		7514	63
3508	SENIOR AQUARIST.....		7514	63
5270	SENIOR ARCHITECT.....	Z	5204	47
1828	SENIOR ASSOCIATE BUDGET ANALYST.....	Z	1650	14
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL....	Z	8176	66
1742	SENIOR BLUEPRINTING MACHINE OPERATOR,...		1760	17
6238	SENIOR BOILER INSPECTOR.....		7347	58
7418	SENIOR BOOK REPAIRER.....		3630	44
6333	SENIOR BUILDING INSPECTOR.....	Z	7344	54
1217	SENIOR CERTIFICATION CLERK.....		1444	8
2942	SENIOR CHILD WELFARE WORKER.....	Z	2910	38
5210	SENIOR CIVIL ENGINEER.....	Z	5204	46
9156	SENIOR CLAIMS INVESTIGATOR.....		8146	65
1476	SENIOR CLAIMS PROCESS CLERK.....		1444	9
1446	SENIOR CLERK STENOGRAPHER.....		1444	9
1426	SENIOR CLERK TYPIST.....		1444	8
1406	SENIOR CLERK.....		1444	8
B412	SENIOR CLERK-STENOGRAPHER.....		1444	8
B516	SENIOR CLERK-TYPIST.....		1444	8
4308	SENIOR COLLECTIONS CLERK.....		1444	11
1737	SENIOR COMPUTER OPERATOR.....		1736	16
8136	SENIOR CONFIDENTIAL CRIME REPORTER.....		1444	11
1855	SENIOR CONTROL CLERK, EDP.....		1720	15
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL...	Z	8320	72
8322	SENIOR COUNSELOR-JUVENILE HALL.....	Z	8320	72
8262	SENIOR CRIMINALIST.....	Z	8260	70
1721	SENIOR DATA ENTRY OPERATOR.....		1720	15
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER...	Z	1242	6
8306	SENIOR DEPUTY SHERIFF.....		8304	71
2808	SENIOR DISEASE CONTROL INVESTIGATOR.....	Z	6120	52
8147	SENIOR DISTRICT ATTORNEY'S INVESTIGATOR.	Z	8146	65
5242	SENIOR ELECTRICAL ENGINEER.....	Z	5204	47
6249	SENIOR ELECTRICAL INSPECTOR.....		7345	55
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN....		2426	28
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR....	Z	2903	37
2905	SENIOR ELIGIBILITY WORKER.....		2903	37
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR...	Z	6120	52
1407	SENIOR EQUALIZATION CLERK.....		1444	8
9116	SENIOR FARE COLLECTIONS RECEIVER.....		1444	12
1915	SENIOR FILM SERVICE TECHNICIAN.....		1934	23
2619	SENIOR FOOD SERVICE SUPERVISOR.....		2604	33
2606	SENIOR FOOD SERVICE WORKER.....		2604	33
7330	SENIOR GENERAL UTILITY MECHANIC.....		7381	60
2025	SENIOR HEALTH EDUCATOR.....	Z	1314	7
2020	SENIOR HEALTH PROGRAM PLANNER.....		2574	32
6272	SENIOR HOUSING INSPECTOR.....	Z	6120	52
1922	SENIOR INVENTORY CLERK.....		1444	10
4335	SENIOR INVESTIGATOR, TAX COLLECTOR.....		1444	11
5875	SENIOR LANDSCAPE ARCHITECT.....	Z	5204	47
2770	SENIOR LAUNDRY WORKER.....		2760	36

8164	SENIOR LAW CLERK.....		1444	8
8108	SENIOR LEGAL PROCESS CLERK.....		1444	11
1460	SENIOR LEGAL STENOGRAPHER.....		1444	9
8120	SENIOR LEGISLATION CLERK.....	Z	1444	11
1844	SENIOR MANAGEMENT ASSISTANT.....	Z	1840	19
4252	SENIOR MARINE APPRAISER.....	Z	4261	45
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR		1934	23
5258	SENIOR MECHANICAL ENGINEER.....	Z	5204	47
2922	SENIOR MEDICAL SOCIAL WORKER.....	Z	2910	38
2530	SENIOR MEDICAL STEWARD.....		2312	26
2464	SENIOR MICROBIOLOGIST.....	Z	2444	29
1752	SENIOR MICROPHOTO TECHNICIAN.....		1760	17
2522	SENIOR MORGUE ATTENDANT.....		2312	26
8228	SENIOR MUSEUM GUARD.....		8204	67
3522	SENIOR MUSEUM PREPARATOR.....		3542	42
8424	SENIOR NEIGHBORHOOD COORDINATOR.....	Z	8440	73
2550	SENIOR OCCUPATIONAL THERAPIST.....	Z	2556	31
1762	SENIOR OFFSET MACHINE OPERATOR.....		1760	17
1120	SENIOR ORDERLY.....		2312	26
1222	SENIOR PAYROLL AND PERSONNEL CLERK.....		1444	8
4222	SENIOR PERSONAL PROPERTY AUDITOR.....	Z	1650	14
1244	SENIOR PERSONNEL ANALYST.....	Z	1242	6
1204	SENIOR PERSONNEL CLERK.....		1444	8
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP....	Z	2450	30
2452	SENIOR PHARMACIST, SF GEN HOSPITAL.....	Z	2450	30
2408	SENIOR PHARMACY HELPER.....		2312	26
3257	SENIOR PHOTOGRAPHY INSTRUCTOR.....	Z	3284	39
2558	SENIOR PHYSICAL THERAPIST.....	Z	2556	31
2232	SENIOR PHYSICIAN SPECIALIST.....	Z	2230	25
2222	SENIOR PHYSICIAN.....	Z	2230	25
6266	SENIOR PLAN CHECKER.....	Z	5204	48
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER.		8238	69
7345	SENIOR POWERHOUSE OPERATOR.....		7345	55
8442	SENIOR PROBATION OFFICER.....	Z	8440	73
1674	SENIOR PROGRAMMER ANALYST.....	Z	1872	22
2306	SENIOR PSYCHIATRIC ORDERLY.....		2312	26
2932	SENIOR PSYCHIATRIC SOCIAL WORKER.....	Z	2910	38
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR...		8146	65
1956	SENIOR PURCHASER.....	Z	1952	24
7368	SENIOR RADIO TECHNICIAN.....		5204	48
4265	SENIOR REAL PROPERTY APPRAISER.....	Z	4261	45
4142	SENIOR RIGHT-OF-WAY AGENT.....	Z	4261	45
6104	SENIOR RODENT CONTROL TECHNICIAN.....		6120	52
5249	SENIOR SANITARY ENGINEER.....	Z	5204	47
2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	2444	29
2774	SENIOR SEWING TECHNICIAN.....		2760	36
7451	SENIOR SHADE AND DRAPERY WORKER.....		2708	35
2948	SENIOR SOCIAL SERVICE SUPERVISOR.....	Z	2910	38
2912	SENIOR SOCIAL WORKER.....	Z	2910	38
1675	SENIOR SOFTWARE ANALYST.....	Z	1872	22

7335	SENIOR STATIONARY ENGINEER.....		7334	53
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT		7334	53
1806	SENIOR STATISTICIAN.....	Z	1650	14
1936	SENIOR STOREKEEPER.....		1934	23
6231	SENIOR STREET INSPECTOR.....		5204	48
5219	SENIOR STRUCTURAL ENGINEER.....	Z	5204	46
3214	SENIOR SWIMMING INSTRUCTOR.....		3284	39
1657	SENIOR SYSTEMS ACCOUNTANT.....	Z	1650	14
1724	SENIOR TABULATING MACHINE OPERATOR.....		1720	15
1834	SENIOR TAPE LIBRARIAN.....		1720	15
1708	SENIOR TELEPHONE OPERATOR.....		8238	69
1228	SENIOR TESTING TECHNICIAN.....		1444	8
1214	SENIOR TIMEROLL AUDIT CLERK.....		1444	8
5232	SENIOR TRAFFIC ENGINEER.....	Z	5204	47
1432	SENIOR TRANSCRIBER TYPIST.....		1444	9
9124	SENIOR TRANSIT INFORMATION CLERK.....		1444	12
9128	SENIOR TRANSIT TRAFFIC CHECKER.....		1444	12
7385	SENIOR TYPEWRITER REPAIRER.....		7384	62
2472	SENIOR WATER CHEMIST.....	Z	2444	29
7317	SENIOR WATER SERVICE INSPECTOR.....		1466	13
1478	SENIOR WATER SERVICES CLERK.....		1444	9
1470	SERVICES AND SUPPLY ASST SUPERVISOR.....		1444	9
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT...	Z	5204	46
7448	SEWER CLEANER.....		7514	64
7280	SEWER REPAIR ASST SUPERINTENDENT.....	Z	7514	64
7246	SEWER REPAIR SUPERVISOR II.....		7514	63
6216	SEWER SAFETY INSPECTOR.....		6120	52
7449	SEWER SERVICE WORKER.....		7347	58
7383	SEWING MACHINE REPAIRER.....		7384	62
2772	SEWING TECHNICIAN.....		2760	36
7450	SHADE AND DRAPERY WORKER.....		2708	35
7452	SHADE WORKER.....		2708	35
9345	SHEET METAL SUPERVISOR I.....		7344	54
7247	SHEET METAL WORKER SUPERVISOR II.....		7344	54
7376	SHEET METAL WORKER.....		7344	54
8350	SHERIFF.....	Z	1000	4
8312	SHERIFF'S CAPTAIN.....		8304	71
8303	SHERIFF'S CIVIL PROCESS ASSISTANT.....		8304	71
8310	SHERIFF'S LIEUTENANT.....		8304	71
8301	SHERIFF'S PROPERTY KEEPER.....		8304	71
8308	SHERIFF'S SERGEANT.....		8304	71
9197	SIGNAL AND SYSTEMS ENGINEER.....		5204	49
7288	SIGNAL SYSTEM MAINTENANCE SUPT.....		7345	55
2950	SOCIAL SERVICE DIVISION SUPERVISOR.....	Z	2910	38
2904	SOCIAL SERVICE TECHNICIAN.....		2910	38
2914	SOCIAL WORK SUPERVISOR.....	Z	2910	38
2906	SOCIAL WORKER TRAINEE.....	Z	2910	38
2910	SOCIAL WORKER.....	Z	2910	38
1873	SOFTWARE ANALYST.....	Z	1902	22
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		2044	8

5406	SPECIAL ASST FOR PROGRAM COORDINATOR.... Z	5278	50
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT.... Z	5278	50
G 58.1	SPECIAL EXAMINER.....	1242	6
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...	1233	5
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION..	1233	5
9720	SPECIALIST IN AGING I..... Z	1233	5
9722	SPECIALIST IN AGING II..... Z	1233	5
9724	SPECIALIST IN AGING III..... Z	1233	5
2542	SPEECH PATHOLOGIST..... Z	2556	31
2392	SR CENTRAL PROCESSING AND DISTR TECH....	2312	26
2446	SR CLINICAL LABORATORY TECHNOLOGIST..... Z	2444	29
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT.. Z	5204	49
9434	SR RESEARCH ASST, CITY DEMONSTR AGENCY.. Z	5278	51
8435	SR SUPERVISING ADULT PROBATION OFFICER.. Z	1000	4
8415	SR SUPV PROBATION OFFICER, JUV COURT.... Z	1000	4
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ Z	1872	22
1864	SR SYSTEMS AND PROCEDURES ANALYST..... Z	1872	22
3310	STABLE ATTENDANT.....	7514	63
9730	STAFF AIDE I, SPECIAL PROJECT..... Z	1840	21
9732	STAFF AIDE II, SPECIAL PROJECT..... Z	1840	21
9998	STAFF AIDE, CETA.....	1444	12
9734	STAFF ASSISTANT I, SPECIAL PROJECT..... Z	1840	21
9736	STAFF ASSISTANT II, SPECIAL PROJECT..... Z	1840	21
9738	STAFF ASSISTANT III, SPECIAL PROJECT.... Z	1840	21
9740	STAFF ASSISTANT IV, SPECIAL PROJECT..... Z	1840	21
9750	STAFF ASSISTANT IX, SPECIAL PROJECT..... Z	1840	21
9742	STAFF ASSISTANT V, SPECIAL PROJECT..... Z	1840	21
9744	STAFF ASSISTANT VI, SPECIAL PROJECT..... Z	1840	21
9746	STAFF ASSISTANT VII, SPECIAL PROJECT.... Z	1840	21
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT... Z	1840	21
9752	STAFF ASSISTANT X, SPECIAL PROJECT..... Z	1840	21
9754	STAFF ASSISTANT XI, SPECIAL PROJECT..... Z	1840	21
9756	STAFF ASSISTANT XII, SPECIAL PROJECT.... Z	1840	21
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT... Z	1840	21
7371	STAGE CARPENTER.....	7344	54
7377	STAGE ELECTRICIAN.....	7345	55
9131	STATION AGENT, MUNICIPAL RAILWAY.....	1444	12
8217	STATION OFFICER.....	8304	71
7334	STATIONARY ENGINEER.....	7334	53
7372	STATIONARY ENGINEER, SEWAGE PLANT.....	7334	53
1604	STATISTICIAN..... Z	1650	14
7349	STEAMFITTER ASSISTANT SUPERVISOR.....	7347	58
7248	STEAMFITTER SUPERVISOR II.....	7347	58
7348	STEAMFITTER.....	7347	58
1452	STENOGRAPHIC SECRETARY.....	1444	9
2582	STERILIZER OPERATOR.....	2312	26
1934	STOREKEEPER.....	1934	23
1938	STORES AND EQUIPMENT ASST SUPERVISOR....	1934	23
1940	STORES AND EQUIPMENT SUPERVISOR..... Z	1934	23
5365	STREET ASSESSMENT COORDINATOR.....	4261	45

1728	TABULATING DIVISION SUPERVISORS.....	Z	1720	15
1833	TAPE LIBRARIAN, EDP.....		1720	15
4374	TAX ADMINISTRATOR.....	Z	1000	2
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP..		5204	48
8272	TECH INSTRUCT ASST, CAMPUS CONTROL.....		8204	67
2447	TECH INSTRUCT ASST, CHEMISTRY/BIOLOGY...		2444	29
1745	TECH INSTRUCT ASST, COMPUTER SERVICES...		1736	16
5384	TECH INSTRUCT ASST, ELECTRONIC TECH.....		5204	48
3590	TECH INSTRUCT ASST, ENGLISH READER.....	Z	3593	43
1488	TECH INSTRUCT ASST, EVALUATION TECHNICIA	Z	1444	9
3599	TECH INSTRUCT ASST, GUIDANCE AIDE.....		3593	43
3538	TECH INSTRUCT ASST, LANGUAGE LAB.....	Z	3630	44
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR..		3284	40
3536	TECH INSTRUCT ASST, PERFORMING ARTS.....	Z	3284	40
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO	Z	3284	39
1927	TECH INSTRUCT ASST, PHYSICAL EDUCATION..		3284	39
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING		5204	48
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		2444	29
1489	TECH INSTRUCT ASST,BUSINESS LEARNING CTR		1444	9
1869	TECH INSTRUCT ASST,COMPUTER SERVICES MAN		1872	22
7132	TELECOMMUNICATIONS SUPERVISOR.....		7345	55
1706	TELEPHONE OPERATOR.....		8238	69
1868	TELEPROCESSING TECHNICIAN.....		1736	16
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z	9220	74
1227	TESTING TECHNICIAN.....		1444	8
7378	TILE SETTER.....		7344	54
1212	TIMEROLL AUDIT CLERK.....		1444	8
7441	TOOL ROOM MECHANIC AND CUSTODIAN.....		1934	23
2458	TOXICOLOGIST.....	Z	2230	25
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY....		7514	64
7251	TRACK MAINTENANCE WORKER SUPERVISOR I...		7514	64
7540	TRACK MAINTENANCE WORKER.....		7514	64
7457	TRAFFIC AND STREET SIGN MAINT WORKER....		7514	64
8215	TRAFFIC CONTROL OFFICER.....		8214	68
5230	TRAFFIC ENGINEER.....	Z	5204	47
8407	TRAFFIC HEARING OFFICER, JUVENILE COURT.	Z	8440	73
7454	TRAFFIC SIGNAL OPERATOR.....		8214	68
5226	TRAFFIC SURVEY CODER-INTERVIEWER.....		1444	11
5302	TRAFFIC SURVEY TECHNICIAN.....		5204	47
1237	TRAINING COORDINATOR.....	Z	1242	6
1232	TRAINING OFFICER.....	Z	1242	6
1430	TRANSCRIBER TYPIST.....		1444	9
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....		7381	61
9106	TRANSIT CAR CLEANER SUPERVISOR I.....		7381	61
9102	TRANSIT CAR CLEANER.....		7381	61
9192	TRANSIT ENVIRONMENTAL COORDINATOR.....	Z	5278	50
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY	Z	5204	49
9122	TRANSIT INFORMATION CLERK.....		1444	12
9140	TRANSIT MANAGER I.....	Z	1840	20
9141	TRANSIT MANAGER II.....	Z	1840	20

9142	TRANSIT MANAGER III.....	Z	1840	20
7225	TRANSIT PAINT SHOP SUPERVISOR I.....		7346	57
5287	TRANSIT PLANNER I.....	Z	5278	50
5288	TRANSIT PLANNER II.....	Z	5278	50
5289	TRANSIT PLANNER III.....	Z	5278	50
5290	TRANSIT PLANNER IV.....	Z	5278	50
7235	TRANSIT POWER LINE SUPERVISOR I.....		7345	55
7274	TRANSIT POWER LINE WORKER SUPV II.....		7345	55
9118	TRANSIT REVENUE SUPERVISOR.....		1444	12
9139	TRANSIT SUPERVISOR.....		1840	20
9126	TRANSIT TRAFFIC CHECKER.....		1444	12
7229	TRANSMISSION LINE SUPERVISOR I.....		7345	55
7285	TRANSMISSION LINE WORKER SUPV II.....		7345	55
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR	Z	7381	60
4390	TREASURER.....	Z	1000	2
3436	TREE TOPPER SUPERVISOR I.....		7514	63
3434	TREE TOPPER.....		7514	63
8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL.....	Z	8176	66
7355	TRUCK DRIVER.....		7355	59
7384	TYPEWRITER REPAIRER.....		7384	62
8348	UNDERSHERIFF.....	Z	1000	4
7387	UPHOLSTERER.....		7381	60
7463	UTILITY PLUMBER APPRENTICE.....		7347	58
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR....		7347	58
7462	UTILITY PLUMBER HELPER.....		7347	58
7250	UTILITY PLUMBER SUPERVISOR I.....		7347	58
7284	UTILITY PLUMBER SUPERVISOR II.....		7347	58
7388	UTILITY PLUMBER.....		7347	58
I 53.1	VENDOR HELPER.....		3284	39
3302	VENDOR.....		3284	40
2440	VETERINARY LABORATORY TECHNOLOGIST.....		2312	26
2465	VIROLOGIST.....	Z	2444	29
2952	VOCATIONAL SERVICE COUNSELOR.....	Z	2910	38
1428	WARD CLERK.....		1444	9
7259	WATER AND POWER MAINTENANCE SUPERVISOR I		7514	64
7134	WATER CONSTRUCTION AND MAINT SUPT.....		5204	48
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER.	Z	1000	3
7442	WATER METER REPAIR HELPER.....		7347	58
7353	WATER METER REPAIRER.....		7347	58
7240	WATER METER SHOP SUPERVISOR I.....		7347	58
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	5204	46
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	5204	46
2468	WATER QUALITY BIOLOGIST.....		2444	29
2471	WATER QUALITY CHEMIST.....	Z	2444	29
7316	WATER SERVICE INSPECTOR.....		1466	13
1468	WATER SERVICES CLERK.....		1444	9
7136	WATER SHOPS AND EQUIPMENT SUPT.....	Z	7381	60
7270	WATERSHED KEEPER SUPERVISOR.....		8204	67
7470	WATERSHED KEEPER.....		8204	67
7569	WATERSHED WORKER (SEASONAL AS NEEDED)...		8204	67

7390	WELDER.....		7347	58
9355	WHARFINGER I.....		1444	12
9356	WHARFINGER II.....		1444	12
7392	WINDOW CLEANER.....		2708	35
7472T	WIRE ROPE CABLE MAINT MECHANIC TRAINEE..		7334	53
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....		7334	53
2424	X-RAY LABORATORY AIDE.....		2426	28
3340	ZOO DIRECTOR.....	Z	7514	63
2290	ZOO VETERINARIAN.....	Z	2230	25
3342	ZOOLOGIST.....	Z	7514	63

7530	STREET CLEANER.....		7514	64
5173	STREET CLEANING & PLANTING ASST SUPT....	Z	1000	2
5170	STREET CLEANING AND PLANTING SUPT.....	Z	1000	2
7281	STREET CLEANING SUPERVISOR II.....		7514	64
6232	STREET INSPECTION SUPERVISOR.....		5204	48
6230	STREET INSPECTOR.....		5204	48
5171	STREET REPAIR ASSISTANT SUPERINTENDENT..	Z	1000	2
5172	STREET REPAIR SUPERINTENDENT.....	Z	1000	2
7282	STREET REPAIR SUPERVISOR II.....		7355	59
5210	STRUCTURAL ENGINEER.....	Z	5204	46
1400	STUDENT AIDE, NYC.....		1444	8
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		1840	20
5380	STUDENT ENGINEERING TRAINEE I.....		5204	48
5381	STUDENT ENGINEERING TRAINEE II.....		5204	48
5382	STUDENT ENGINEERING TRAINEE III.....		5204	48
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR.	Z	7355	59
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	8440	73
1497	SUPERVISING CLERK I.....		1444	9
1498	SUPERVISING CLERK II.....		1444	9
1499	SUPERVISING CLERK III.....		1444	10
2576	SUPERVISING CLINICAL PSYCHOLOGIST.....	Z	2574	32
8324	SUPERVISING COUNSELOR, (JUVENILE COURT).	Z	8320	72
1727	SUPERVISING DATA ENTRY OPERATOR.....		1720	15
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN.		7345	55
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY.		1650	14
2233	SUPERVISING PHYSICIAN SPECIALIST.....	Z	2230	25
1958	SUPERVISING PURCHASER.....	Z	1952	24
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I...		2426	28
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II..		2426	28
1877	SUPERVISING SOFTWARE ANALYST.....	Z	1872	22
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS.....		1444	12
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS....		5204	47
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM....		5204	47
2608	SUPPLY ROOM ATTENDENT.....		2604	33
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	5204	46
5149	SUPT OF WATER TREATMENT FACILITIES.....		7334	53
2480	SUPV OF LAB, WATER POLLUTION CONTROL....	Z	5204	46
2235	SUPV PHYSICIAN SPECIALIST, CHILD PSYCH..	Z	2230	25
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	8440	73
5314	SURVEY PARTY CHIEF.....		5204	48
5312	SURVEYOR.....		5204	48
5310	SURVEYOR'S FIELD ASSISTANT.....		5204	47
3212	SWIMMING INSTRUCTOR.....		3204	39
3204	SWIMMING POOL CASHIER - CLERK.....		3204	39
7458	SWITCH REPAIRER.....		7514	64
1655	SYSTEMS ACCOUNTANT.....	Z	1650	14
1862	SYSTEMS AND PROCEDURES ANAYLST.....	Z	1872	22
1866	SYSTEMS AND PROCEDURES SUPERVISOR.....	Z	1872	22
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ..	Z	1872	22
9173	SYSTEMS SAFETY INSPECTOR.....		5204	48

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 APPROX. MO. SALARY	1983-84 APPROX. MAX. ANNUAL EQUIV.
A.	****GROUP A****								
1104	PARKING AUTHORITY DIRECTOR	Z	52.1	1169-1414	1	52.8	1208-1463	2627-3182	38,184
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM	Z	59.1	1434-1985	1	59.8	1690-2053	3676-4465	53,583
1112	RETIREMENT SYSTEM GENERAL MANAGER	Z	62.3	1909-2319	1	63.0	1975-2401	4296-5222	62,666
1126	PUBLIC ADMINISTRATOR	Z	57.3	1499-1818	1	58.0	1550-1881	3371-4091	49,094
1128	REGISTRAR OF VOTERS-RECORDER	Z	58.5	1588-1927	1	59.2	1642-1994	3571-4337	52,043
1129	CHIEF DEPUTY REGISTRAR OF VOTERS	Z	50.3	1073-1298	1	51.0	1109-1342	2412-2919	35,026
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN	Z	49.6	1037-1255	2	50.3	1073-1298	2334-2823	33,878
1136	ASSISTANT COUNTY CLERK		52.8	1208-1463	1	53.5	1249-1513	2717-3291	39,489
1142	COUNTY CLERK	Z	58.5	1588-1927	1	59.2	1642-1994	3571-4337	52,043
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS	Z	58.7	1603-1946	1	59.4	1658-2014	3606-4380	52,565
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK	Z	64.4	2115-2571	1	65.1	2188-2660	4759-5786	69,426
1164	ADMINISTRATOR, SFGH MEDICAL CENTER	Z	66.4	2332-2835	1	67.1	2412-2933	5246-6379	76,551
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	68.3	2557-3108	1	69.0	2647-3217	5757-6997	83,964
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER	Z	60.3	1731-2104	1	61.0	1791-2178	3895-4737	56,846
1182	CHIEF ADMINISTRATIVE OFFICER	Z	68.8	2621-3187	1	69.5	2711-3295	5896-7167	86,000
1186	COORDINATOR, COMM ON THE STATUS OF WOMEN	Z	51.1	1114-1349	0	51.8	1152-1394	2506-3032	36,383
1190	MAYOR	Z		3227-3227	1		3340-3340		
1288	ASSISTANT GENERAL MANAGER, PERSONNEL	Z	60.1	1714-2084	0	60.8	1773-2156	3856-4689	56,272
1292	GENERAL MANAGER, PERSONNEL	Z	63.4	2014-2449	1	64.1	2084-2533	4533-5509	66,111
1565	ASSISTANT DIRECTOR, ART COMMISSION	Z	50.0	1057-1279	0	50.7	1093-1323	2377-2878	34,530
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	58.3	1573-1909	1	59.0	1626-1975	3537-4296	51,548
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE	Z	63.7	2043-2483	1	64.4	2115-2571	4600-5592	67,103
1672	ASSISTANT CONTROLLER	Z	58.3	1573-1909	1	59.0	1626-1975	3537-4296	51,548
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC	Z		2558-2558	1		2648-2648		
1680	CHIEF ASSISTANT CONTROLLER	Z	66.6	2354-2862	1	67.3	2435-2960	5296-6438	77,256
1682	CONTROLLER	Z		3028-3028	1		3134-3134		
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	53.2	1232-1491	1	53.9	1273-1543	2769-3356	40,272
1843	ASSOC COORDINATOR, COMM ON STAT OF WOMEN	Z	47.6	943-1141	0	48.3	975-1180	2121-2567	30,798
1890	MANAGER, DATA PROCESSING, SFUSD	Z	59.8	1690-2053	1	60.5	1748-2124	3802-4620	55,436
1895	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC	Z		2402-2402	1		2486-2486		
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM	Z	63.7	2043-2483	1	64.4	2115-2571	4600-5592	67,103
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL	Z	63.0	1975-2401	1	63.7	2043-2483	4444-5401	64,806
2581	ADMINISTRATIVE CORONER		55.8	1394-1690	1	56.5	1443-1748	3139-3802	45,623
2893	DEPUTY DIRECTOR OF ADMINISTRATION		58.8	1611-1955	1	59.5	1666-2023	3624-4400	52,800
2897	DEPUTY DIR FOR PROG PLAN DEV, RES, EVAL		65.7	2252-2737	1	66.4	2332-2835	5072-6166	73,994
2985	DEPUTY DIR,COMMISSION ON AGING	Z	54.2	1291-1565	1	54.9	1336-1618	2906-3519	42,230

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS * CONTINUED

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2988	DIRECTOR, AGING PROGRAM	Z	57.6	1520-1844	1	58.3	1573-1909	3421-4152	49,825
3562	DIRECTOR, CULTURAL AFFAIRS	Z	55.1	1349-1634	1	55.8	1394-1690	3032-3676	44,109
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS	Z	57.6	1520-1844	1	58.3	1573-1909	3421-4152	49,825
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	57.0	1477-1791	1	57.7	1528-1853	3323-4030	48,363
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR	Z	64.0	2074-2521	1	64.7	2145-2607	4665-5670	68,043
4373	DEPUTY TAX ADMINISTRATOR		58.7	1603-1946	1	59.4	1658-2014	3606-4380	52,565
4374	TAX ADMINISTRATOR	Z	59.8	1690-2053	1	60.5	1748-2124	3802-4620	55,436
4384	CHIEF ASSISTANT TREASURER	Z	58.7	1603-1946	1	59.4	1658-2014	3606-4380	52,565
4390	TREASUPER	Z		2206-2206	1		2283-2283		
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	55.9	1401-1698	2	56.6	1450-1756	3154-3819	45,832
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT	Z	57.9	1543-1871	1	58.6	1596-1936	3471-4211	50,530
5132	MANAGER, BUR OF WATER POLLUTION CONTROL.	Z	62.5	1927-2342	1	63.2	1994-2424	4337-5272	63,266
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL.	Z	60.5	1748-2124	1	61.2	1809-2199	3935-4783	57,394
5170	STREET CLEANING AND PLANTING SUPT		56.9	1470-1782	1	57.6	1520-1844	3306-4011	48,128
5171	STREET REPAIR ASSISTANT SUPERINTENDENT	Z	53.5	1249-1513	1	54.2	1291-1565	2808-3404	40,847
5172	STREET REPAIR SUPERINTENDENT		55.5	1375-1666	1	56.2	1421-1723	3091-3748	44,970
5173	STREET CLEANING & PLANTING ASST SUPT	Z	54.9	1336-1618	2	55.6	1381-1674	3004-3641	43,691
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING	Z	64.7	2145-2607	1	65.4	2221-2700	4831-5873	70,470
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE	Z	58.5	1588-1927	0	59.2	1642-1994	3571-4337	52,043
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM.	Z	64.7	2145-2607	1	65.4	2221-2700	4831-5873	70,470
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN		64.7	2145-2607	1	65.4	2221-2700	4831-5873	70,470
5194	DEP DIRECTOR OF DPW FOR OPERATIONS		64.7	2145-2607	1	65.4	2221-2700	4831-5873	70,470
8246	DIRECTOR, EMERGENCY SERVICES	Z	53.5	1249-1513	1	54.2	1291-1565	2808-3404	40,847
8247	EMERGENCY PLANNING COORDINATOR	Z	49.9	1052-1273	2	50.6	1088-1316	2366-2862	34,348
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY	Z	61.2	1809-2199	1	61.9	1871-2274	4069-4946	59,351
9185	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	61.2	1809-2199	1	61.9	1871-2274	4069-4946	59,351
9186	GENERAL MANAGER, MUNICIPAL RAILWAY	Z	65.2	2199-2672	1	65.9	2274-2764	4946-6012	72,140
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		61.2	1809-2199	1	61.9	1871-2274	4069-4946	59,351
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	64.4	2115-2571	1	65.1	2188-2660	4759-5786	69,426
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	64.4	2115-2571	1	65.1	2188-2660	4759-5786	69,426
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	64.4	2115-2571	1	65.1	2188-2660	4759-5786	69,426
9278	DIRECTOR OF AIRPORTS	Z	66.6	2354-2862	1	67.3	2435-2960	5296-6438	77,256
B.	****GROUP B****								
1150	GENERAL MANAGER, DEPT OF ELECTRICITY	Z	60.1	1714-2084	1	60.6	1756-2135	3819-4644	55,724
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	56.7	1457-1765	1	57.4	1506-1827	3276-3974	47,685
1162	DIRECTOR OF PURCHASING AND SERVICES	Z	61.2	1809-2199	1	61.9	1871-2274	4069-4946	59,351
1168	DIRECTOR OF HEALTH	Z	68.5	2582-3138	1	69.0	2647-3217	5757-6997	83,964

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS. Z	61.7	1853-2252	2	62.4	1918-2332	4172-5072	60,865
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING... Z	66.2	2309-2806	1	66.9	2388-2902	5194-6312	75,742
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL. Z	63.9	2063-2507	1	64.4	2115-2571	4600-5592	67,103
2584	CHIEF MEDICAL EXAMINER - CORONER..... Z	66.2	2309-2806	1	66.7	2365-2874	5144-6251	75,011
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CMHS. Z	64.9	2166-2632	2	65.4	2221-2700	4831-5873	70,470
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH... Z	65.1	2188-2660	1	65.6	2242-2726	4876-5929	71,149
2894	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH.. Z	65.4	2221-2700	1	65.9	2274-2764	4946-6012	72,140
2895	PROGRAM CHIEF, CMHS.....	65.4	2221-2700	1	65.9	2274-2764	4946-6012	72,140
2896	DEPUTY DIRECTOR FOR COMM HEALTH SERV....	65.9	2274-2764	1	66.4	2332-2835	5072-6166	73,994
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV.. Z	59.9	1698-2063	1	60.6	1756-2135	3819-4644	55,724
2974	GENERAL MANAGER, DEPT OF SOC SERVICES... Z	64.1	2084-2533	1	64.8	2156-2621	4689-5701	68,408
2986	DIRECTOR, HUMAN RIGHTS COMMISSION..... Z	57.4	1506-1827	1	58.2	1565-1899	3404-4130	49,564
3140	GENERAL MANAGER, REC-PARK DEPT..... Z	63.6	2033-2472	1	64.3	2104-2557	4576-5561	66,738
3294	RECREATION SUPERINTENDENT..... Z	59.1	1634-1985	1	59.8	1690-2053	3676-4465	53,583
3350	PARKS SUPERINTENDENT..... Z	59.1	1634-1985	1	59.8	1690-2053	3676-4465	53,583
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS.... Z	47.7	967-1147	1	48.3	975-1180	2121-2567	30,798
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA Z	58.3	1573-1909	1	58.9	1618-1965	3519-4274	51,287
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS... Z	61.4	1827-2221	1	62.3	1909-2319	4152-5044	60,526
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS...	57.3	1499-1818	1	58.2	1565-1899	3404-4130	49,564
3668	ASSISTANT CITY LIBRARIAN..... Z	56.5	1443-1748	0	57.4	1506-1827	3276-3974	47,685
3670	CITY LIBRARIAN..... Z	62.9	1965-2388	1	63.8	2053-2496	4465-5429	65,146
4144	ASSISTANT DIRECTOR OF PROPERTY..... Z	59.1	1634-1985	1	59.5	1666-2023	3624-4400	52,800
4150	DIRECTOR OF PROPERTY..... Z	61.4	1827-2221	1	62.2	1899-2309	4130-5022	60,265
4282	CHIEF ASSISTANT ASSESSOR..... Z	60.7	1765-2145	1	61.5	1835-2230	3991-4850	58,203
4290	ASSESSOR..... Z		2641-2641	1		2747-2747		
5115	DEPUTY DIRECTOR OF PLANNING.....	61.7	1853-2252	1	62.4	1918-2332	4172-5072	60,865
5116	DIRECTOR OF PLANNING..... Z	65.7	2252-2737	1	66.4	2332-2835	5072-6166	73,994
5122	ASSISTANT CITY ARCHITECT..... Z	60.4	1740-2115	1	61.0	1791-2178	3895-4737	56,846
5124	CITY ARCHITECT..... Z	62.4	1918-2332	1	63.0	1975-2401	4296-5222	62,666
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER. Z	66.3	2319-2819	1	66.9	2388-2902	5194-6312	75,742
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC. Z		2800-2800	1		2884-2884		
5190	DIRECTOR OF PUBLIC WORKS..... Z	68.1	2533-3000	1	68.7	2607-3169	5670-6893	82,711
5402	DIRECTOR OF COMMUNITY DEVELOPMENT..... Z		2185-2185	0		2261-2261		
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL Z		1614-1614	0		1662-1662		
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL.. Z		1907-1907	0		1964-1964		
8196	PUBLIC DEFENDER..... Z		2609-2609	1		2700-2700		
8197	CITY ATTORNEY..... Z		2791-2791	1		2889-2889		

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8198	DISTRICT ATTORNEY	Z		2791-2791	1		2889-2889		
8348	UNDERSHERIFF	Z	58.3	1573-1909	1	59.0	1626-1975	3537-4296	51,548
8350	SHERIFF	Z		2094-2094	1		2167-2167		
8415	SR SUPV PROBATION OFFICER, JUV COURT	Z	52.7	1203-1457	3	53.3	1237-1499	2690-3260	39,124
8416	ASST CHIEF PROBATION OFFICER, JUV COURT	Z	54.9	1336-1618	1	55.5	1375-1666	2991-3624	43,483
8418	CHIEF PROBATION OFFICER, JUVENILE COURT	Z	61.3	1818-2209	1	61.9	1871-2274	4069-4946	59,351
8435	SR SUPERVISING ADULT PROBATION OFFICER	Z	52.7	1203-1457	2	53.3	1237-1499	2690-3260	39,124
8436	CHIEF ADULT PROBATION OFFICER	Z	58.4	1580-1918	1	59.0	1626-1975	3537-4296	51,548

NUMBER OF CLASSES THIS BENCHMARK..... 117
NUMBER OF POSITIONS THIS BENCHMARK..... 117

1233 AFFIRMATIVE ACTION SPECIAL

1982-83 SALARY SCHEDULE 45.9

APPROX $1892 - $2090 - $2288 MO.
10.87 - 12.01 - 13.15 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	6	10.87	11.95	13.15		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
CITY OF OAKLAND	1	13.02	13.71	14.39	14	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13	10-15-18-25
S.F. HOUSING AUTHORITY	1	15.76	15.76	15.76	16										
A.C. TRANSIT	1	13.07	13.76	14.44	14	40.0	11	YES	YES	12	YES	YES	13.2%	$159.12-159.12	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	12.65	13.98	15.30	14	40.0	11	YES	NO	12	YES	YES	7.0%	$ 73.40-204.20	10-15-20-25
* * * BAY AREA DATA INSUFFICIENT * * *															
LOS ANGELES COUNTY	2	10.87	12.21	13.54	24	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-106.51	10-15-20-20
ORANGE COUNTY	3	11.76	13.59	15.42	41	40.0	11	NO	NO	12	NO	NO	14.4%	$ 52.68-158.88	10-15-20-20
SAN DIEGO COUNTY	4	10.21	11.31	12.41	45										
L.A. CITY SCHOOL DISTRICT	2	9.86	10.95	12.05	22	40.0	1111	YES	NO	13	YES	YES	13.8%	$119.50-119.50	10-15-20-20
TOTALS ... 8	14	.....			174										
FLAT RATE TOTALS	1	.....			16										
COMBINED TOTAL	15														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN	12.43 HR.	2163 MO.	*
* RATE RANGE	11.19 TO 13.67 HR.	1947 TO 2379 MO.	*
WEIGHTED AVERAGE OF THE FLAT RATES	16.00 TO 16.00 HR.	2784 TO 2784 MO.	*

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1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1233 AFFIRMATIVE ACTION SPECIALIST *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR....	50.9	1104-1336	4	51.5	1136-1375	2471-2991	35,888
*1233	AFFIRMATIVE ACTION SPECIALIST.....	45.9	870-1052	4	46.9	912-1104	1984-2401	28,814
1235	AFFIRMATIVE ACTION COORDINATOR.....	56.6	1450-1756	1	57.2	1491-1809	3243-3935	47,215
2975	CITIZEN'S COMPLAINT OFFICER..... Z	41.8	717- 866	1	42.8	752-0908	1636-1975	23,699
2977	EDUCATION INTEGRATION SPECIALIST..... Z	46.6	899-1088	3	47.6	943-1141	2051-2482	29,780
2978	CONTRACT COMPLIANCE OFFICER II.....	54.9	1336-1618	1	55.9	1401-1698	3047-3693	44,318
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION..	38.3	608- 735	0	39.3	638-0769	1388-1673	20,071
2991	COORDINATOR, HUMAN RIGHTS COMMISSION.... Z	50.6	1088-1316	2	51.6	1141-1381	2482-3004	36,044
2992	CONTRACT COMPLIANCE OFFICER I..... Z	47.6	943-1141	0	48.6	989-1197	2151-2603	31,242
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM Z	41.8	717- 866	0	42.8	752-0908	1636-1975	23,699
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION. Z	46.6	899-1088	5	47.6	943-1141	2051-2482	29,780
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...	35.3	529- 638	0	36.3	554-0668	1205-1453	17,435
9720	SPECIALIST IN AGING I..... Z	43.4	773- 934	3	44.4	810-0979	1762-2129	25,552
9722	SPECIALIST IN AGING II..... Z	46.9	912-1104	6	47.9	956-1158	2079-2519	30,224
9724	SPECIALIST IN AGING III..... Z	49.4	1027-1243	1	50.4	1078-1304	2345-2836	34,034

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 31

1242 PERSONNEL ANALYST

1982-83 SALARY SCHEDULE 45.9 — APPROX $1892 - $2090 - $2288 MO. / 10.87 - 12.01 - 13.15 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	32	10.87	12.01	13.15		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
STATE OF CALIFORNIA	18	9.91	10.91	11.91	196	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
STATE OF CALIFORNIA	16	11.91	13.14	14.37	210	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
ALAMEDA COUNTY	13	10.83	13.19	15.54	171	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14		10-15-20-20
CONTRA COSTA COUNTY	1	11.11	12.31	13.51	12	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73		10-15-20-35
MARIN COUNTY	1	10.78	11.92	13.05	12	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00		10-15-20-30
SAN MATEO COUNTY	10	10.54	11.86	13.18	119	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SAN MATEO COUNTY	11	11.76	13.23	14.70	146	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SANTA CLARA COUNTY	12	10.36	11.48	12.59	138	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
CITY OF BERKELEY	3	11.74	12.94	14.13	39	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00		10-15-20-25
CITY OF HAYWARD	4	11.37	12.60	13.82	50	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-146.61		10-15-20-20
CITY OF SAN JOSE	20	12.02	13.32	14.62	266	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99		10-15-21-21
EAST BAY MUNI. UTIL. DIST.	4	11.91	12.91	13.90	52	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.49		10-15-20-25
U.C.MEDICAL CENTER S.F.	6	10.09	11.13	12.16	67	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
U.C. BERKELEY	12	10.09	11.13	12.16	134	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 12	131	.....			1,612											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN — 12.31 HR. — 2142 MO.

RATE RANGE 11.08 TO 13.54 HR. — 1928 TO 2356 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1242 PERSONNEL ANALYST *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
G 58.1	SPECIAL EXAMINER		101.00 DA		0		104.00 DA		
1201	PERSONNEL TECHNICAN TRAINEE		37.7	591- 714	0	38.3	608-0735	1322-1599	19,184
1232	TRAINING OFFICER	Z	46.9	912-1104	8	47.5	938-1136	2040-2471	29,650
1234	DIRECTOR OF TRAINING	Z	56.6	1450-1756	2	57.2	1491-1809	3243-3935	47,215
1237	TRAINING COORDINATOR	Z		1213-1213	1		1249-1249		
1240	ASSISTANT PERSONNEL ANALYST	Z	41.4	704- 850	19	42.0	724-0874	1575-1901	22,811
*1242	PERSONNEL ANALYST	Z	45.9	870-1052	30	46.5	895-1083	1947-2356	28,266
1244	SENIOR PERSONNEL ANALYST	Z	49.9	1052-1273	22	50.5	1083-1310	2356-2849	34,191
1246	PRINCIPAL PERSONNEL ANALYST	Z	53.4	1243-1506	11	54.0	1279-1550	2782-3371	40,455
1248	ASSISTANT DIVISION MANAGER, PERSONNEL	Z	56.6	1450-1756	2	57.2	1491-1809	3243-3935	47,215
1270	DEPARTMENTAL PERSONNEL OFFICER	Z	52.1	1169-1414	12	52.7	1203-1457	2617-3169	38,028
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER	Z	56.6	1450-1756	4	57.2	1491-1809	3243-3935	47,215
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT	Z	56.6	1450-1756	3	57.2	1491-1809	3243-3935	47,215
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY	Z	56.6	1450-1756	1	57.2	1491-1809	3243-3935	47,215
1276	DEPARTMENTAL PERSONNEL DIRECTOR	Z	58.6	1596-1936	2	59.2	1642-1994	3571-4337	52,043
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	56.6	1450-1756	0	57.2	1491-1809	3243-3935	47,215
1278	DIVISION MANAGER, PERSONNEL	Z	58.6	1596-1936	2	59.2	1642-1994	3571-4337	52,043
1279	CHIEF OF TECH SELECTION SERVICES	Z	58.6	1596-1936	1	59.2	1642-1994	3571-4337	52,043
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	56.6	1450-1756	1	57.2	1491-1809	3243-3935	47,215
1811	MANAGEMENT INFORMATION SYSTEMS SPECIALIS	Z	41.4	704- 850	1	42.0	724-0874	1575-1901	22,811
1818	MANAGEMENT INFO SYSTEMS SPECIALIST II	Z	45.9	870-1052	0	46.5	895-1083	1947-2356	28,266
1819	MANAGEMENT INFO SYSTEMS SPECIALIST III	Z	49.9	1052-1273	0	50.5	1083-1310	2356-2849	34,191
1821	MANAGEMENT INFO SYSTEMS MANAGER	Z	53.4	1243-1506	0	54.0	1279-1550	2782-3371	40,455
8347	DIRECTOR OF TRAINING PROGRAM, SHERIFF	Z	52.7	1203-1457	0	53.3	1237-1499	2690-3260	39,124
9702	EMPLOYMENT AND TRAINING SPECIALIST I	Z	41.4	704- 850	0	42.0	724-0874	1575-1901	22,811
9704	EMPLOYMENT AND TRAINING SPECIALIST II	Z	45.9	870-1052	0	46.5	895-1083	1947-2356	28,266
9706	EMPLOYMENT AND TRAINING SPECIALIST III	Z	49.9	1052-1273	1	50.5	1083-1310	2356-2849	34,191
9708	EMPLOYMENT AND TRAINING SPECIALIST IV	Z	53.4	1243-1506	0	54.0	1279-1550	2782-3371	40,455
9710	EMPLOYMENT AND TRAINING SPECIALIST V	Z	56.6	1450-1756	0	57.2	1491-1809	3243-3935	47,215
9714	DIR, MAYOR'S OFFICE OF EMP AND TRAINING	Z	60.6	1756-2135	0	61.2	1809-2199	3935-4783	57,394

NUMBER OF CLASSES THIS BENCHMARK..... 30
NUMBER OF POSITIONS THIS BENCHMARK..... 123

1314 PUBLIC RELATIONS OFFICER

1982-83 SALARY SCHEDULE 48.7 APPROX $2162 - $2390 - $2617 MO.
12.43 - 13.74 - 15.04 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	3	12.43	13.74	15.04		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
STATE OF CALIFORNIA	1	11.91	13.14	14.37	13	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
CONTRA COSTA COUNTY	1	13.51	14.97	16.42	15	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73		10-15-20-35
EAST BAY MUNI. UTIL. DIST.	2	13.21	14.37	15.52	29	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.49		10-15-20-25
OAKLAND CITY SCHOOL DIST.	1	12.74	14.51	16.28	15	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-143.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	1	12.16	13.41	14.66	13	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
U.C. BERKELEY	2	12.16	13.41	14.66	27	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 6	6	.....			112											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.00 HR. 2436 MO. *
* RATE RANGE 12.60 TO 15.40 HR. 2192 TO 2680 MO. *

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1314 PUBLIC RELATIONS OFFICER *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1312	PUBLIC INFORMATION OFFICER.....	Z	43.7	785- 947	1	44.2	803-0970	1747-2110	25,317
*1314	PUBLIC RELATIONS OFFICER.....	Z	48.7	994-1203	3	49.2	1018-1232	2214-2680	32,155
1330	CONSUMER RELATIONS REP.....	Z	39.7	650- 785	1	40.2	664-0803	1444-1747	20,958
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	48.4	979-1185	1	48.9	1003-1214	2182-2640	31,685
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	54.4	1304-1580	1	54.9	1336-1618	2906-3519	42,230
1857	DIRECTOR OF INFORMATION.....	Z	56.4	1436-1740	2	56.9	1470-1782	3197-3876	46,510
1859	ASST TO THE DIRECTOR OF INFORMATION.....	Z	46.5	895-1083	1	47.0	916-1109	1992-2412	28,945
2819	ASSISTANT HEALTH EDUCATOR.....	Z	42.3	735- 887	6	42.8	752-0908	1636-1975	23,699
2822	HEALTH EDUCATOR.....	Z	45.3	846-1022	5	45.8	866-1047	1884-2277	27,327
2823	MENTAL HEALTH EDUCATOR.....	Z	45.3	846-1022	3	45.8	866-1047	1884-2277	27,327
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	49.3	1022-1237	1	49.8	1047-1267	2277-2756	33,069
2825	SENIOR HEALTH EDUCATOR.....	Z	46.3	887-1073	1	46.8	908-1099	1975-2390	28,684
9373	MANAGER OF MARKETING.....	Z	58.0	1550-1881	0	58.5	1588-1927	3454-4191	50,295
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	48.7	994-1203	0	49.2	1018-1232	2214-2680	32,155
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF	Z	49.0	1008-1220	0	49.5	1032-1249	2245-2717	32,599
9393	SALES MANAGER, PORT OF SAN FRANCISCO....	Z	51.7	1147-1388	1	52.2	1174-1421	2553-3091	37,088
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	53.2	1232-1491	0	53.7	1261-1528	2743-3323	39,881
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	46.7	903-1093	2	47.2	925-1120	2012-2436	29,232

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 29

1444 CLERK STENOGRAPHER

1982-83 SALARY SCHEDULE 35.8 — APPROX $1177 - $1298 - $1418 MO.
6.76 - 7.46 - 8.15 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	120	6.76	7.46	8.15		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	860	6.45	6.97	7.55	5,994											
PRIVATE BAY AREA	2989	7.18	7.86	8.57	23,494											
STATE OF CALIFORNIA	90	6.00	6.48	6.95	583	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-	168.00	10-15-19-50
ALAMEDA COUNTY	199	7.94	8.30	8.66	1,652	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-	137.14	10-15-20-20
CONTRA COSTA COUNTY	14	6.66	7.38	8.09	103	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-	122.73	10-15-20-35
MARIN COUNTY	16	7.16	7.87	8.58	126	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-	156.00	10-15-20-30
SAN MATEO COUNTY	372	6.03	6.79	7.54	2,526	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-	126.51	13-16-21-24
SANTA CLARA COUNTY	49	7.23	7.97	8.70	391	40.0	12	YES	NO	12	YES	YES	13.6%	$ 53.00-	123.00	10-16-20-22
CITY OF BERKELEY	12	8.13	8.48	8.82	102	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-	169.00	10-15-20-25
CITY OF HAYWARD	0	6.37	6.94	7.51	0	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-	146.61	10-15-20-20
CITY OF OAKLAND	31	7.89	8.31	8.72	258	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-	136.13	10-15-18-25
CITY OF SAN JOSE	13	7.35	8.14	8.93	106	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-	158.99	10-15-21-21
CITY OF SAN MATEO	1	7.45	8.14	8.83	8	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56-	95.56	10-15-20-60
CITY OF SANTA CLARA	3	7.69	8.53	9.36	26	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-	101.72	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	10	7.98	8.63	9.28	86	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-	167.49	10-15-20-25
OAKLAND CITY SCHOOL DIST.	12	6.12	6.97	7.82	84	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-	143.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	2	6.33	6.87	7.40	14	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-	168.00	15-15-21-24
U.C. BERKELEY	22	6.22	6.73	7.24	148	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 17	4695		.....		35,701											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 7.60 HR. 1322 MO.
RATE RANGE 6.84 TO 8.36 HR. 1190 TO 1455 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
B164	SENIOR LAW CLERK		48.1	966-1169	11	48.6	989-1197	2151-2603	31,242
B222	GENERAL CLERK		34.6	512- 617	2	35.1	524-0631	1140-1372	16,469
B408	GENERAL CLERK-STENOGRAPHER		36.3	554- 668	2	36.8	567-0684	1233-1488	17,852
B412	SENIOR CLERK-STENOGRAPHER		39.3	638- 769	1	39.8	652-0788	1418-1714	20,567
B512	GENERAL CLERK-TYPIST		35.3	529- 638	2	35.8	541-0652	1177-1418	17,017
B516	SENIOR CLERK-TYPIST		38.0	622- 752	1	39.3	638-0769	1388-1673	20,071
1202	PERSONNEL CLERK		36.3	554- 668	38	36.8	567-0684	1233-1488	17,852
1203	PERSONNEL TECHNICIAN		39.5	644- 777	1	40.0	658-0796	1431-1731	20,776
1204	SENIOR PERSONNEL CLERK		37.8	594- 717	5	38.3	608-0735	1322-1599	19,184
1212	TIMEROLL AUDIT CLERK		39.3	638- 769	12	39.8	652-0788	1418-1714	20,567
1214	SENIOR TIMEROLL AUDIT CLERK		41.3	701- 846	1	41.8	717-0866	1559-1884	22,603
1216	PRINCIPAL TIMEROLL AUDIT CLERK		44.0	796- 961	1	44.5	814-0984	1770-2140	25,682
1217	SENIOR CERTIFICATION CLERK		43.5	777- 938	1	44.0	796-0961	1731-2090	25,082
1218	PAYROLL SUPERVISOR	Z	46.5	895-1083	3	47.0	916-1109	1992-2412	28,945
1220	PAYROLL CLERK		37.3	580- 701	104	37.8	594-0717	1292-1559	18,714
1222	SENIOR PAYROLL AND PERSONNEL CLERK		39.3	638- 769	41	39.8	652-0788	1418-1714	20,567
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK		41.5	707- 854	14	42.0	724-0874	1575-1901	22,811
1226	CHIEF PAYROLL AND PERSONNEL CLERK		44.5	814- 984	4	45.0	834-1008	1814-2192	26,309
1227	TESTING TECHNICIAN		7.01* HR		1		7.19* HR		
1228	SENIOR TESTING TECHNICIAN		39.2	634- 766	2	39.7	650-0785	1414-1707	20,489
1310	PUBLIC RELATIONS ASSISTANT		36.6	562- 677	0	37.1	575-0694	1251-1509	18,113
1341	PUBLIC SERVICE ASSISTANT		36.1	549- 661	1	36.6	562-0677	1222-1472	17,670
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		37.7	591- 714	1	38.2	605-0731	1316-1590	19,079
1400	STUDENT AIDE, NYC		CONTRACT RATE		0		CONTRACT RATE		
1402	JUNIOR CLERK		30.1	416- 500	44	30.6	426-0512	927-1114	13,363
1403	ELECTIONS CLERK		38.6	617- 745	1	38.6	617-0745	1342-1620	19,445
1404	CLERK		34.1	500- 602	175	34.6	512-0617	1114-1342	16,104
1405	EQUALIZATION CLERK			614- 614	0		629- 629		
1406	SENIOR CLERK		36.6	562- 677	42	37.1	575-0694	1251-1509	18,113
1407	SENIOR EQUALIZATION CLERK			772- 772	0		791- 791		
1408	PRINCIPAL CLERK		40.8	684- 826	58	41.3	701-0846	1525-1840	22,081
1410	CHIEF CLERK	Z	44.3	807- 975	17	44.8	826-0998	1797-2171	26,048
1414	ELECTIONS SUPERVISOR		48.0	961-1163	1	48.5	984-1191	2140-2590	31,085
1422	JUNIOR CLERK TYPIST		31.4	442- 531	10	31.9	451-0544	981-1183	14,198
1424	CLERK TYPIST		34.9	519- 625	638	35.4	531-0641	1155-1394	16,730
1425	EQUALIZATION CLERK-TYPIST			588- 588	0		603- 603		
1426	SENIOR CLERK TYPIST		36.9	570- 688	906	37.4	583-0704	1268-1531	18,374

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1427	EQUALIZATION RECORDS CONTROL CLERK		674- 674	0		691- 691		
1428	WARD CLERK	37.3	580- 701	57	37.8	594-0717	1292-1559	18,714
1430	TRANSCRIBER TYPIST	35.6	536- 647	47	36.1	549-0661	1194-1438	17,252
1432	SENIOR TRANSCRIBER TYPIST	37.6	589- 710	9	38.1	602-0728	1309-1583	19,001
1436	BRAILLIST	35.9	544- 655	3	36.4	557-0671	1211-1459	17,513
1440	MEDICAL TRANSCRIBER TYPIST	38.1	602- 728	22	38.6	617-0745	1342-1620	19,445
1442	JUNIOR CLERK STENOGRAPHER	33.8	494- 596	2	34.3	505-0608	1098-1322	15,869
*1444	CLERK STENOGRAPHER	35.8	541- 652	118	36.3	554-0668	1205-1453	17,435
1445	EQUALIZATION CLERK-STENOGRAPHER		663- 663	0		680- 680		
1446	SENIOR CLERK STENOGRAPHER	38.9	625- 755	330	39.4	641-0773	1394-1681	20,175
1450	PRINCIPAL CLERK STENOGRAPHER	40.8	684- 826	44	41.3	701-0846	1525-1840	22,081
1452	STENOGRAPHIC SECRETARY	42.0	724- 874	24	42.5	742-0895	1614-1947	23,360
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE.. Z	39.3	638- 769	1	39.8	652-0788	1418-1714	20,567
1458	LEGAL STENOGRAPHER	40.3	668- 807	49	40.8	684-0826	1488-1797	21,559
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION..	38.3	608- 735	1	38.8	622-0752	1353-1636	19,627
1460	SENIOR LEGAL STENOGRAPHER	42.3	735- 887	14	42.8	752-0908	1636-1975	23,699
1461	PRINCIPAL LEGAL STENOGRAPHER Z	44.3	807- 975	1	44.8	826-0998	1797-2171	26,048
1464	MEDICAL CLERK STENOGRAPHER	41.3	701- 846	5	41.8	717-0866	1559-1884	22,603
1468	WATER SERVICES CLERK	37.6	589- 710	17	38.1	602-0728	1309-1583	19,001
1470	SERVICES AND SUPPLY ASST SUPERVISOR	40.5	674- 814	1	41.0	691-0834	1503-1814	21,767
1471	ELECTIONS WORKER	43.5	777- 938	1	44.0	796-0961	1731-2090	25,082
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR.	46.0	874-1057	1	46.5	895-1083	1947-2356	28,266
1474	CLAIMS PROCESS CLERK	37.5	586- 707	6	38.0	599-0724	1303-1575	18,896
1475	ELECTIONS PLANNING SUPERVISOR	49.5	1032-1249	1	50.0	1057-1279	2299-2782	33,382
1476	SENIOR CLAIMS PROCESS CLERK	40.0	658- 796	9	40.5	674-0814	1466-1770	21,245
1478	SENIOR WATER SERVICES CLERK	39.6	647- 781	9	40.1	661-0800	1438-1740	20,880
1480	PRINCIPAL WATER SERVICES CLERK	41.6	710- 858	3	42.1	728-0878	1583-1910	22,916
1486	EDUCATIONAL CREDENTIALS TECHNICIAN	40.3	668- 807	3	40.8	684-0826	1488-1797	21,559
1488	TECH INSTRUCT ASST, EVALUATION TECHNICIA Z	38.2	605- 731	5	38.7	620-0748	1349-1627	19,523
1489	TECH INSTRUCT ASST,BUSINESS LEARNING CTR	38.2	605- 731	1	38.7	620-0748	1349-1627	19,523
1490	MESSAGE CENTER SUPERVISOR	38.1	602- 728	1	38.6	617-0745	1342-1620	19,445
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS	48.6	989-1197	6	49.1	1013-1226	2203-2667	31,999
1494	CLERK I	30.1	416- 500	0	30.6	426-0512	927-1114	13,363
1495	CLERK II	34.1	500- 602	0	34.6	512-0617	1114-1342	16,104
1496	CLERK III	36.6	562- 677	1	37.1	575-0694	1251-1509	18,113
1497	SUPERVISING CLERK I	39.1	631- 762	2	39.6	647-0781	1407-1699	20,384
1498	SUPERVISING CLERK II	41.8	717- 866	0	42.3	735-0887	1599-1929	23,151

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1499	SUPERVISING CLERK III.....	44.8	826- 998	2	45.3	846-1022	1840-2223	26,674
1502	CONFID SECY TO DIR, PARKING AUTHORITY...	41.2	697- 842	1	41.7	714-0862	1553-1875	22,498
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR Z	48.0	961-1163	1	48.5	984-1191	2140-2590	31,085
1514	CONFID SECRETARY OF SUPT OF SCHOOLS.....	47.2	925-1120	1	47.7	947-1147	2060-2495	29,937
1516	CONFIDENTIAL SECRETARY TO SUPT, SFJCD...	47.2	925-1120	1	47.7	947-1147	2060-2495	29,937
1520	CONFID SECRETARY TO DISTRICT ATTORNEY...	45.7	862-1042	1	46.2	882-1067	1918-2321	27,849
1523	CONFINDENTIAL SECRETARY TO THE C.A.O.... Z	46.6	899-1088	1	47.1	920-1114	2001-2423	29,075
1528	ADMINISTRATIVE SECRETARY.....	43.2	766- 925	11	43.7	785-0947	1707-2060	24,717
1546	SECRETARY, COMMISSION ON THE AGING..... Z	42.2	731- 882	1	42.7	748-0903	1627-1964	23,568
1550	EXEC ASST TO THE BOARD OF EDUCATION..... Z	50.1	1062-1285	1	50.1	1062-1285	2310-2795	33,539
1574	EXECUTIVE SECRETARY TO THE CONTROLLER... Z	40.7	681- 822	1	41.2	697-0842	1516-1831	21,976
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)	35.6	536- 647	15	36.1	549-0661	1194-1438	17,252
1626	JUNIOR ACCOUNT CLERK.....	32.1	455- 549	0	32.6	467-0562	1016-1222	14,668
1630	ACCOUNT CLERK.....	35.6	536- 647	177	36.1	549-0661	1194-1438	17,252
1632	SENIOR ACCOUNT CLERK.....	38.6	617- 745	73	39.1	631-0762	1372-1657	19,888
1634	PRINCIPAL ACCOUNT CLERK.....	41.3	701- 846	7	41.8	717-0866	1559-1884	22,603
1635	HEALTH CARE BILLING CLERK I.....	37.5	586- 707	8	38.0	599-0724	1303-1575	18,896
1636	HEALTH CARE BILLING CLERK II.....	40.0	658- 796	27	40.5	674-0814	1466-1770	21,245
1637	PATIENT ACCOUNTS CLERK.....	41.0	691- 834	5	41.5	707-0854	1538-1857	22,289
1638	ACCOUNTING MACHINE OPERATOR.....	36.1	549- 661	1	36.6	562-0677	1222-1472	17,670
1640	SENIOR ACCOUNTING MACHINE OPERATOR.....	40.6	677- 818	12	41.1	694-0838	1509-1823	21,872
1663	PATIENT ACCOUNTS SUPERVISOR.....	45.0	834-1008	5	45.5	854-1032	1857-2245	26,935
1664	PATIENT ACCOUNTS MANAGER..... Z	50.0	1057-1279	2	50.5	1083-1310	2356-2849	34,191
1803	POLICE STATISTICAL CLERK.....	40.0	658- 796	1	40.5	674-0814	1466-1770	21,245
1810	ACTUARIAL CLERK.....	37.1	575- 694	0	37.6	589-0710	1281-1544	18,531
1852	PROJ DIRECTOR, NEIGHBORHOOD YOUTH CORPS. Z	CONTRACT RATE		0	CONTRACT RATE			
1920	INVENTORY CLERK.....	36.3	554- 668	19	36.8	567-0684	1233-1488	17,852
1922	SENIOR INVENTORY CLERK.....	37.3	580- 701	3	37.8	594-0717	1292-1559	18,714
2110	MEDICAL RECORDS CLERK.....	37.4	583- 704	33	37.9	596-0721	1296-1568	18,818
2112	MEDICAL RECORDS TECHNICIAN.....	40.1	661- 800	11	40.6	677-0818	1472-1779	21,350
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR...	43.6	781- 943	3	44.1	800-0966	1740-2101	25,213
2116	ASSISTANT DIRECTOR MEDICAL RECORDS..... Z	46.8	908-1099	2	47.3	929-1125	2021-2447	29,363
2118	DIRECTOR, MEDICAL RECORDS..... Z	53.8	1267-1535	1	54.3	1298-1573	2823-3421	41,055
2812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS	40.5	674- 814	1	41.0	691-0834	1503-1814	21,767
3650	MEDICAL RECORDS LIBRARIAN.....	41.7	714- 862	1	42.2	731-0882	1590-1918	23,020
4202	ASSESSMENT CLERK.....	35.6	536- 647	12	36.1	549-0661	1194-1438	17,252
4306	COLLECTIONS CLERK.....	35.4	531- 641	3	35.9	544-0655	1183-1425	17,096

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
4308	SENIOR COLLECTIONS CLERK		37.4	583- 704	1	37.9	596-0721	1296-1568	18,818
4310	COMMERCIAL DIV ASST SUPERVISOR	Z	46.4	891-1078	2	46.9	912-1104	1984-2401	28,814
4311	COMMERCIAL DIVISION SUPERVISOR	Z	51.3	1125-1362	2	51.8	1152-1394	2506-3032	36,383
4312	BOND AND COUPON SUPERVISOR		42.6	745- 899	1	43.1	762-0920	1657-2001	24,012
4320	CASHIER I		34.9	519- 625	12	35.4	531-0641	1155-1394	16,730
4321	CASHIER II		36.9	570- 688	6	37.4	583-0704	1268-1531	18,374
4322	CASHIER III		41.1	694- 838	9	41.6	710-0858	1544-1866	22,394
4324	PARKING METER COLLECTOR		36.4	557- 671	0	36.9	570-0688	1240-1496	17,957
4326	PARKING METER COLLECTION SUPERVISOR		38.9	625- 755	0	39.4	641-0773	1394-1681	20,175
4328	CHIEF, PARKING METER COLLECTIONS		43.3	769- 929	0	43.8	788-0952	1714-2071	24,847
4334	INVESTIGATOR, TAX COLLECTOR		45.7	862-1042	8	46.2	882-1067	1918-2321	27,849
4335	SENIOR INVESTIGATOR, TAX COLLECTOR		47.7	947-1147	4	48.2	970-1174	2110-2553	30,641
4336	LICENSE BUREAU ASSISTANT SUPERVISOR		40.4	671- 810	1	40.9	688-0830	1496-1805	21,663
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR		49.7	1042-1261	1	50.2	1067-1291	2321-2808	33,695
4340	CHIEF INVESTIGATOR, TAX COLLECTOR		51.2	1120-1355	1	51.7	1147-1388	2495-3019	36,227
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR		51.5	1136-1375	1	52.0	1163-1407	2530-3060	36,723
4366	COLLECTION SUPERVISOR		43.6	781- 943	2	44.1	800-0966	1740-2101	25,213
4370	ASSISTANT CASHIER, TAX COLLECTOR		38.9	625- 755	1	39.4	641-0773	1394-1681	20,175
4372	CASHIER, TAX COLLECTOR		44.6	818- 989	1	45.1	838-1013	1823-2203	26,439
5226	TRAFFIC SURVEY CODER-INTERVIEWER		4.67 HR		0	4.79 HR			
8102	PROCESS SERVER		32.9	473- 570	2	33.4	485-0583	1055-1268	15,216
8106	LEGAL PROCESS CLERK		35.8	541- 652	31	36.3	554-0668	1205-1451	17,435
8108	SENIOR LEGAL PROCESS CLERK		37.8	594- 717	14	38.3	608-0735	1322-1599	19,184
8112	ASSISTANT COURT CLERK		41.6	710- 858	9	42.1	728-0878	1583-1910	22,916
8113	COURT CLERK		45.6	858-1037	55	46.1	878-1062	1910-2310	27,718
8115	ASSISTANT SUPERVISING COURT CLERK		46.6	899-1088	6	47.1	920-1114	2001-2423	29,075
8116	LEGISLATIVE CALENDAR CLERK		37.8	594- 717	1	38.3	608-0735	1322-1599	19,184
8118	LEGISLATION CLERK		42.1	728- 878	1	42.6	745-0899	1620-1955	23,464
8120	SENIOR LEGISLATION CLERK	Z	51.6	1141-1381	1	52.1	1169-1414	2543-3075	36,905
8134	CONFIDENTIAL CRIME REPORTER		42.0	724- 874	1	42.5	742-0895	1614-1947	23,360
8136	SENIOR CONFIDENTIAL CRIME REPORTER		44.0	796- 961	1	44.5	814-0984	1770-2140	25,682
8138	COURT REPORTER		45.0	834-1008	1	45.5	854-1032	1857-2245	26,935
8166	MEDICAL CLAIMS ASSISTANT SUPERVISOR		43.8	788- 952	1	44.3	807-0975	1755-2121	25,448
8170	MEDICAL CLAIMS SUPERVISOR	Z	48.8	998-1208	2	49.3	1022-1237	2223-2690	32,286
8173	LEGAL ASSISTANT		45.9	870-1052	6	46.4	891-1078	1938-2345	28,136
9110	FARE COLLECTIONS RECEIVER		39.9	655- 792	26	40.4	671-0810	1459-1762	21,141
9112	FARE COLLECTIONS TELLER		42.4	738- 891	0	42.9	755-0912	1642-1984	23,803

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
9114	FARE COLLECTIONS CASHIER	43.4	773- 934	0	43.9	792-0956	1723-2079	24,952
9116	SENIOR FARE COLLECTIONS RECEIVER	42.4	738- 891	9	42.9	755-0912	1642-1984	23,803
9117	PRINCIPAL FARE COLLECTIONS RECEIVER	45.9	870-1052	2	46.4	891-1078	1938-2345	28,136
9118	TRANSIT REVENUE SUPERVISOR	48.6	989-1197	1	49.1	1013-1226	2203-2667	31,999
9122	TRANSIT INFORMATION CLERK	39.4	641- 773	18	39.9	655-0792	1425-1723	20,671
9124	SENIOR TRANSIT INFORMATION CLERK	42.9	755- 912	5	43.4	773-0934	1681-2031	24,377
9125	CHIEF TRANSIT INFORMATION CLERK	45.6	858-1037	1	46.1	878-1062	1910-2310	27,718
9126	TRANSIT TRAFFIC CHECKER	41.9	721- 870	13	42.4	738-0891	1605-1938	23,255
9128	SENIOR TRANSIT TRAFFIC CHECKER	43.9	792- 956	1	44.4	810-0979	1762-2129	25,552
9131	STATION AGENT, MUNICIPAL RAILWAY	42.4	738- 891	65	42.9	755-0912	1642-1984	23,803
9355	WHARFINGER I	43.1	762- 920	6	43.6	781-0943	1699-2051	24,612
9356	WHARFINGER II	46.4	891-1078	2	46.9	912-1104	1984-2401	28,814
9357	CHIEF WHARFINGER Z	51.4	1131-1368	1	51.9	1158-1401	2519-3047	36,566
9910	PUBLIC SERVICE TRAINEE	CONTRACT RATE		0	CONTRACT RATE			
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE	CONTRACT RATE		0	CONTRACT RATE			
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS	CONTRACT RATE		0	CONTRACT RATE			
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS	CONTRACT RATE		0	CONTRACT RATE			
9960	ASSISTANT TO PROFESSIONALS	CONTRACT RATE		0	CONTRACT RATE			
9998	STAFF AIDE, CETA	CONTRACT RATE		0	CONTRACT RATE			

NUMBER OF CLASSES THIS BENCHMARK..... 167
NUMBER OF POSITIONS THIS BENCHMARK..... 3714

1466 METER READER

1982-83 SALARY SCHEDULE 40.3

APPROX $1453 - $1604 - $1755 MO.
8.35 - 9.22 - 10.09 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	8.35	9.22	10.09		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
CITY OF DALY CITY	3	7.93	8.79	9.64	26	40.0	12	YES	NO	12	YES	NO	7.0%	$ 55.17-128.00	10-15-20-25
CITY OF HAYWARD	2	7.19	7.90	8.61	16	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-146.61	10-15-20-20
CITY OF SAN JOSE	2	7.53	8.34	9.15	17	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99	10-15-21-21
CITY OF SANTA CLARA	9	9.13	10.12	11.11	91	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-101.72	10-15-21-21
CITY OF SUNNYVALE	3	9.04	10.02	10.99	30	40.0	12	YES	YES		YES	NO	14.9%	$129.20-129.20	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	26	10.75	10.75	10.75	280	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.49	10-15-20-25
MARIN MUNI. UTIL. DIST.	6	9.41	10.14	10.86	61	40.0	11.5	YES	YES	15	YES	YES	12.4%	$ 41.83- 83.66	10-15-20-25
TOTALS ... 7	25	.....			241										
FLAT RATE TOTALS	26	.....			280										
COMBINED TOTAL	51														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.64 HR. 1677 MO. *
* RATE RANGE 8.68 TO 10.60 HR. 1510 TO 1844 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 10.77 TO 10.77 HR. 1874 TO 1874 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 9.75 TO 10.69 HR. 1697 TO 1860 MO. *

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1466 METER READER *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*1466	METER READER	40.3	668- 807	15	41.5	707-0854	1538-1857	22,289
7204	CHIEF WATER SERVICE INSPECTOR	55.3	1362-1650	1	56.5	1443-1748	3139-3802	45,623
7316	WATER SERVICE INSPECTOR	50.3	1073-1298	25	51.5	1136-1375	2471-2991	35,888
7317	SENIOR WATER SERVICE INSPECTOR	53.3	1237-1499	7	54.5	1310-1588	2849-3454	41,447

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 48

1650 ACCOUNTANT

1982-83 SALARY SCHEDULE 39.9 APPROX $1425 - $1574 - $1723 MO.
8.19 - 9.05 - 9.90 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	160	8.19	9.05	9.90		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
PRIVATE BAY AREA	499	9.02	9.51	10.09	4,745										
STATE OF CALIFORNIA	59	7.63	8.35	9.07	493	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
U.S. GOVERNMENT	18	6.40	7.37	8.33	133	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
U.S. GOVERNMENT	67	7.93	9.12	10.31	611	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	0	10.16	10.61	11.06	0	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	4	9.06	10.04	11.01	40	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
MARIN COUNTY	1	8.95	9.88	10.81	10	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00	10-15-20-30
SAN MATEO COUNTY	13	8.53	9.60	10.66	125	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	1	9.60	10.60	11.59	11	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
CITY OF BERKELEY	2	9.73	10.61	11.49	21	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00	10-15-20-25
CITY OF CONCORD	2	10.44	11.56	12.68	23	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-128.00	10-15-20-20
CITY OF OAKLAND	14	10.24	10.79	11.33	151	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13	10-15-18-25
CITY OF SAN JOSE	5	10.64	11.79	12.93	59	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99	10-15-21-21
CITY OF SANTA CLARA	2	10.83	12.00	13.16	24	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-101.72	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	5	10.25	11.10	11.94	56	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.49	10-15-20-25
U.C.MEDICAL CENTER S.F.	4	8.40	9.25	10.09	37	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00	15-15-21-24
U.C. BERKELEY	0	8.40	9.25	10.09	0	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 16	696	.....			6,539										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.40 HR. 1636 MO.
RATE RANGE 8.46 TO 10.34 HR. 1472 TO 1799 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1650 ACCOUNTANT *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 APPROX. MO. SALARY	1983-84 APPROX. MAX. ANNUAL EQUIV.
*1650	ACCOUNTANT	Z	39.9	655- 792	156	40.8	684-0826	1488-1797	21,559
1652	SENIOR ACCOUNTANT	Z	43.9	792- 956	88	44.8	826-0998	1797-2171	26,048
1654	PRINCIPAL ACCOUNTANT	Z	47.9	956-1158	66	48.8	998-1208	2171-2627	31,529
1655	SYSTEMS ACCOUNTANT	Z	48.9	1003-1214	7	49.8	1047-1267	2277-2756	33,069
1656	HEAD ACCOUNTANT	Z	51.9	1158-1401	33	52.8	1208-1463	2627-3182	38,184
1657	SENIOR SYSTEMS ACCOUNTANT	Z	52.9	1214-1470	4	53.8	1267-1535	2756-3339	40,064
1658	CHIEF ACCOUNTANT	Z	55.6	1381-1674	18	56.5	1443-1748	3139-3802	45,623
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION.	Z	56.4	1436-1740	1	57.3	1499-1818	3260-3954	47,450
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH.	Z	56.6	1450-1756	1	57.5	1513-1835	3291-3991	47,894
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY.		58.2	1565-1899	3	59.1	1634-1985	3554-4317	51,809
1678	FINANCIAL OPERATIONS DIRECTOR	Z		2761-2761	1		2885-2885		
1679	FINANCIAL REPORTS SPECIALIST	Z		1975-1975	1		2064-2064		
1802	RESEARCH ASSISTANT	Z	40.9	688- 830	5	41.8	717-0866	1559-1884	22,603
1804	STATISTICIAN	Z	44.4	810- 979	9	45.3	846-1022	1840-2223	26,674
1806	SENIOR STATISTICIAN	Z	47.9	956-1158	5	48.8	998-1208	2171-2627	31,529
1812	ASSISTANT RETIREMENT ANALYST	Z	42.7	748- 903	11	43.6	781-0943	1699-2051	24,612
1813	RETIREMENT ANALYST	Z	46.7	903-1093	6	47.6	943-1141	2051-2482	29,780
1814	ASSISTANT ACTUARY	Z	52.4	1185-1436	1	53.3	1237-1499	2690-3260	39,124
1816	ACTUARY	Z	59.1	1634-1985	1	60.0	1706-2074	3711-4511	54,131
1826	ASSOCIATE BUDGET ANALYST	Z	50.7	1093-1323	0	51.6	1141-1381	2482-3004	36,044
1828	SENIOR ASSOCIATE BUDGET ANALYST	Z	54.2	1291-1565	2	55.1	1349-1634	2934-3554	42,647
1830	ADMINISTRATIVE ASSISTANT TO THE MAYOR	Z	60.1	1714-2084	1	61.0	1791-2178	3895-4737	56,846
1832	BUSINESS MANAGER, CITY COLLEGE		58.6	1596-1936	1	59.5	1666-2023	3624-4400	52,800
1851	MAYOR'S SENIOR PROGRAM MANAGER	Z		2000-2000	1		2090-2090		
1896	DIRECTOR, WELFARE AUDITS	Z	55.6	1381-1674	1	56.5	1443-1748	3139-3802	45,623
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	48.1	966-1169	1	49.0	1008-1220	2192-2654	31,842
3104	BUSINESS MANAGER, REC AND PARK DEPT	Z	56.1	1414-1714	1	57.0	1477-1791	3212-3895	46,745
3566	EXECUTIVE SECRETARY, MUSEUMS	Z	48.9	1003-1214	1	49.8	1047-1267	2277-2756	33,069
4220	PERSONAL PROPERTY AUDITOR	Z	43.9	792- 956	26	44.8	826-0998	1797-2171	26,048
4222	SENIOR PERSONAL PROPERTY AUDITOR	Z	47.9	956-1158	15	48.8	998-1208	2171-2627	31,529
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR	Z	51.9	1158-1401	10	52.8	1208-1463	2627-3182	38,184
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR	Z	53.9	1273-1543	1	54.8	1329-1611	2891-3504	42,047
4226	CHIEF PERSONAL PROPERTY AUDITOR	Z	55.6	1381-1674	2	56.5	1443-1748	3139-3802	45,623
8336	BUSINESS MANAGER, JUVENILE COURT	Z	52.1	1169-1414	1	53.0	1220-1477	2654-3212	38,550
9380	ADMINISTRATIVE SERVICE OFFICER, PORT	Z	47.4	934-1131	0	48.3	975-1180	2121-2567	30,798
9385	BUSINESS SERVICE OFFICER, PORT OF SF		43.4	77 934	0	44.3	807-0975	1755-2121	25,448

NUMBER OF CLASSES THIS BENCHMARK..... 36
NUMBER OF POSITIONS THIS BENCHMARK..... 481

1720 DATA ENTRY OPERATOR

1982-83 SALARY SCHEDULE 34.4 — APPROX $1105 - $1217 - $1329 MO.
6.35 - 6.99 - 7.64 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	99	6.35	7.00	7.64		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	4595	6.54	7.38	8.14	33,911											
STATE OF CALIFORNIA	54	6.10	6.60	7.10	356	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
U.S. GOVERNMENT	137	5.10	5.87	6.63	804	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
U.S. GOVERNMENT	113	5.72	6.58	7.44	744	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
ALAMEDA COUNTY	7	6.94	7.59	8.23	53	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14		10-15-20-20
CONTRA COSTA COUNTY	38	6.70	7.42	8.14	282	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73		10-15-20-35
MARIN COUNTY	7	6.13	6.73	7.33	47	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00		10-15-20-30
SAN MATEO COUNTY	20	6.16	6.93	7.69	139	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SANTA CLARA COUNTY	63	7.10	7.82	8.53	493	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
CITY OF BERKELEY	6	8.13	8.48	8.82	51	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00		10-15-20-25
CITY OF CONCORD	2	7.24	8.02	8.79	16	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-128.00		10-15-20-20
CITY OF HAYWARD	1	5.99	6.59	7.18	7	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-146.61		10-15-20-20
CITY OF OAKLAND	5	7.38	7.77	8.16	39	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13		10-15-18-25
CITY OF SAN JOSE	2	6.98	7.64	8.37	15	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99		10-15-21-21
CITY OF SANTA CLARA	4	7.32	8.11	8.89	32	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-101.72		10-15-21-21
EAST BAY MUNI, UTIL. DIST.	4	7.61	8.24	8.87	33	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.49		10-15-20-25
OAKLAND CITY SCHOOL DIST.	2	5.98	6.81	7.64	14	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-143.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	8	6.33	6.87	7.40	55	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
U.C. BERKELEY	27	6.22	6.73	7.24	182	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 18	5095	.....			37,273											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN — 7.32 HR. — 1274 MO.

RATE RANGE 6.59 TO 8.05 HR. — 1147 TO 1401 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1720 DATA ENTRY OPERATOR *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*1720	DATA ENTRY OPERATOR.....	34.4	508- 611	90	35.5	534-0644	1161-1401	16,808
1721	SENIOR DATA ENTRY OPERATOR.....	36.4	557- 671	11	37.5	586-0707	1275-1538	18,453
1724	SENIOR TABULATING MACHINE OPERATOR.....	40.6	677- 818	1	41.7	714-0862	1553-1875	22,498
1726	PRINCIPAL TABULATING MACHINE OPERATOR...	43.1	762- 920	0	44.2	803-0970	1747-2110	25,317
1727	SUPERVISING DATA ENTRY OPERATOR.....	38.4	611- 738	4	39.5	644-0777	1401-1690	20,280
1728	TABULATING DIVISION SUPERVISORS..... Z	49.2	1018-1232	0	50.3	1073-1298	2334-2823	33,878
1807	MANAGEMENT INFORMATION SYSTEMS TECH II.. Z	37.5	586- 707	0	38.6	617-0745	1342-1620	19,445
1808	MANAGEMENT INFORMATION SYSTEMS TECH I... Z	35.5	534- 644	0	36.6	562-0677	1222-1472	17,670
1833	TAPE LIBRARIAN, EDP.....	34.4	508- 611	3	35.5	534-0644	1161-1401	16,808
1834	SENIOR TAPE LIBRARIAN.....	36.4	557- 671	2	37.5	586-0707	1275-1538	18,453
1853	CONTROL CLERK, EDP.....	36.4	557- 671	40	37.5	586-0707	1275-1538	18,453
1855	SENIOR CONTROL CLERK, EDP.....	38.4	611- 738	20	39.5	644-0777	1401-1690	20,280
1856	ASST CONTROL SUPERVISOR, EDP.....	40.2	664- 803	5	41.3	701-0846	1525-1840	22,081
1858	CONTROL SUPERVISOR, EDP.....	42.7	748- 903	10	43.8	788-0952	1714-2071	24,847

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 186

1736 COMPUTER OPERATOR II

1982-83 SALARY SCHEDULE 37.8 — APPROX $1292 - $1426 - $1559 MO.
7.43 - 8.20 - 8.96 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	25	7.43	8.20	8.97		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	1094	7.93	8.49	9.28	9,288											
STATE OF CALIFORNIA	10	6.98	7.62	8.26	76	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-	168.00	10-15-19-50
U.S. GOVERNMENT	54	7.14	8.21	9.28	443	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	64	7.93	9.12	10.31	584	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	1	8.83	9.67	10.50	10	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-	137.14	10-15-20-20
CONTRA COSTA COUNTY	8	8.37	9.27	10.17	74	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-	122.73	10-15-20-35
MARIN COUNTY	3	7.78	8.60	9.41	26	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-	156.00	10-15-20-30
SAN MATEO COUNTY	5	7.95	8.95	9.94	45	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-	126.51	13-16-21-24
SANTA CLARA COUNTY	1	7.89	8.70	9.51	9	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
CITY OF BERKELEY	2	9.20	9.60	9.99	19	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-	169.00	10-15-20-25
CITY OF CONCORD	1	8.88	9.84	10.80	10	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-	128.00	10-15-20-20
CITY OF HAYWARD	0	7.35	8.08	8.80	0	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-	146.61	10-15-20-20
CITY OF OAKLAND	1	8.53	8.98	9.43	9	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-	136.13	10-15-18-25
CITY OF SAN JOSE	4	8.37	9.28	10.18	37	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-	158.99	10-15-21-21
CITY OF SANTA CLARA	1	9.13	10.12	11.11	10	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-	101.72	10-15-21-21
CITY OF SUNNYVALE	1	10.25	11.35	12.45	11	40.0	12	YES	YES		YES	NO	14.9%	$129.20-	129.20	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	4	9.05	9.79	10.53	39	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-	167.49	10-15-20-25
OAKLAND CITY SCHOOL DIST.	1	7.62	8.90	9.97	9	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-	143.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	6	7.24	7.92	8.60	48	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-	168.00	15-15-21-24
U.C. BERKELEY	33	7.24	7.84	8.44	259	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 19	1294	.....			11,006											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.51 HR. 1481 MO.
RATE RANGE 7.66 TO 9.36 HR. 1333 TO 1629 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1736 COMPUTER OPERATOR II *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1731	COMPUTER OPERATOR TRAINEE.....		505- 505	3		528- 528		
1734	COMPUTER OPERATOR I.....	35.5	534- 644	6	36.4	557-0671	1211-1459	17,513
*1736	COMPUTER OPERATOR II.....	37.8*	594- 717	25	38.7*	620-0748	1349-1627	19,523
1737	SENIOR COMPUTER OPERATOR.....	40.8*	684- 826	6	41.7*	714-0862	1553-1875	22,498
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR.... Z	43.8*	788- 952	3	44.7*	822-0994	1788-2162	25,943
1739	COMPUTER OPERATIONS SUPERVISOR II..... Z	49.8	1047-1267	6	50.7	1093-1323	2377-2878	34,530
1741	COMPUTER OPERATIONS SUPERVISOR I..... Z	46.8*	908-1099	1	47.7*	947-1147	2060-2495	29,937
1745	TECH INSTRUCT ASST, COMPUTER SERVICES...	36.9	570- 688	0	37.8	594-0717	1292-1559	18,714
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV Z	52.8	1208-1463	1	53.7	1261-1528	2743-3323	39,881
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR.. Z	48.6	989-1197	3	49.5	1032-1249	2245-2717	32,599
1868	TELEPROCESSING TECHNICIAN.....	41.8	717- 866	5	42.7	748-0903	1627-1964	23,568

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 59

1760 OFFSET MACHINE OPERATOR

1982-83 SALARY SCHEDULE 36.5

APPROX $1218 - $1342 - $1466 MO.
7.00 - 7.71 - 8.43 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	20	7.00	7.72	8.43		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	366	7.34	8.32	9.45	3,045											
STATE OF CALIFORNIA	9	6.38	6.92	7.46	62	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-	168.00	10-15-19-50
U.S. GOVERNMENT	9	5.10	5.87	6.63	53	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	5	10.02	10.02	10.02	50	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-	137.14	10-15-20-20
CONTRA COSTA COUNTY	6	6.91	7.66	8.40	46	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-	122.73	10-15-20-35
MARIN COUNTY	1	7.49	8.24	8.99	8	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-	156.00	10-15-20-30
SAN MATEO COUNTY	3	7.12	8.02	8.91	24	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-	126.51	13-16-21-24
SANTA CLARA COUNTY	7	7.71	8.50	9.29	60	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
CITY OF DALY CITY	1	8.53	9.25	9.96	9	40.0	12	YES	NO	12	YES	NO	7.0%	$ 55.17-	128.00	10-15-20-25
CITY OF FREMONT	2	7.22	7.84	8.45	16	40.0	11	YES	NO	12	YES	NO	9.4%	$ 63.80-	126.00	12-15-21-21
CITY OF HAYWARD	1	6.79	7.52	8.25	8	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-	146.61	10-15-20-20
CITY OF OAKLAND	5	7.96	8.39	8.82	42	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-	136.13	10-15-18-25
CITY OF SAN JOSE	3	7.35	8.14	8.93	24	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-	158.99	10-15-21-21
CITY OF SANTA CLARA	1	8.26	9.17	10.08	9	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-	101.72	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	0	7.98	8.63	9.28	0	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-	167.49	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	2	9.05	9.79	10.53	20	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-	167.49	10-15-20-25
OAKLAND CITY SCHOOL DIST.	6	6.28	7.15	8.01	43	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-	143.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	2	5.88	6.35	6.82	13	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-	168.00	15-15-21-24
U.C. BERKELEY	4	5.88	6.35	6.82	25	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 18	428	.....			3,507											
FLAT RATE TOTALS	5	.....			50											
COMBINED TOTAL	433															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.19 HR. 1425 MO. *

* RATE RANGE 7.37 TO 9.01 HR. 1282 TO 1568 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 10.00 TO 10.00 HR. 1740 TO 1740 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 7.40 TO 9.02 HR. 1288 TO 1569 MO. *

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 1760 OFFSET MACHINE OPERATOR *
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CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1740	BLUEPRINTING MACHINE OPERATOR.....	34.8	517- 622	0	36.2	552-0664	1201-1444	17,330
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....	36.5	560- 674	1	37.9	596-0721	1296-1568	18,818
1750	MICROPHOTO TECHNICIAN.....	35.5	534- 644	3	36.9	570-0688	1240-1496	17,957
1752	SENIOR MICROPHOTO TECHNICIAN.....	39.0	628- 758	3	40.4	671-0810	1459-1762	21,141
*1760	OFFSET MACHINE OPERATOR.....	36.5	560- 674	20	37.9	596-0721	1296-1568	18,818
1762	SENIOR OFFSET MACHINE OPERATOR.....	39.8	652- 788	5	41.2	697-0842	1516-1831	21,976
1763	REPRODUCTION SUPERVISOR I.....	40.8	684- 826	0	42.2	731-0882	1590-1918	23,020
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR	40.8	684- 826	4	42.2	731-0882	1590-1918	23,020
1772	PHOTO-LITHOGRAPHER.....	39.8	652- 788	1	41.2	697-0842	1516-1831	21,976
1778	BLUEPRINT AND REPRODUCTION MANAGER..... Z	43.8	788- 952	2	45.2	842-1018	1831-2214	26,570

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 39

1770 PHOTOGRAPHER

1982-83 SALARY SCHEDULE 42.8 — APPROX $1636 - $1806 - $1975 MO. / 9.40 - 10.38 - 11.35 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	1	9.40	10.38	11.35		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	168	9.10	10.95	12.47	1,840											
STATE OF CALIFORNIA	1	8.26	9.09	9.91	9	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
U.S. GOVERNMENT	4	6.40	7.37	8.33	29	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
U.S. GOVERNMENT	6	7.14	8.21	9.28	49	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
U.S. GOVERNMENT	14	7.93	9.12	10.31	128	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
SANTA CLARA COUNTY	2	8.86	9.78	10.70	20	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
CITY OF SAN JOSE	0	10.04	11.12	12.20	0	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99		10-15-21-21
CITY OF SANTA CLARA	1	9.59	10.63	11.66	11	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-101.72		10-15-21-21
OAKLAND CITY SCHOOL DIST.	1	8.20	9.33	10.46	9	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-143.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	1	8.06	8.86	9.65	9	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
U.C.MEDICAL CENTER S.F.	6	9.21	10.14	11.07	61	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
TOTALS ... 8	204	.....			2,165											

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1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1770 PHOTOGRAPHER *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*1770	PHOTOGRAPHER	42.8	752- 908	1	43.3	769-0929	1673-2021	24,247
1774	HEAD PHOTOGRAPHER	44.3	807- 975	1	44.8	826-0998	1797-2171	26,048
3534	MUSEUM PHOTOGRAPHER	44.3	807- 975	1	44.8	826-0998	1797-2171	26,048

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 3

1840 JUNIOR MANAGEMENT ASSISTANT

1982-83 SALARY SCHEDULE 41.0 — APPROX $1503 - $1659 - $1814 MO.
8.64 - 9.53 - 10.43 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS: LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	1686	8.64	9.54	10.43		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
STATE OF CALIFORNIA	21	8.26	9.09	9.91	191	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-30
ALAMEDA COUNTY	5	9.17	9.62	10.07	48	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	0	8.93	9.89	10.84	0	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
SAN MATEO COUNTY	3	8.99	10.12	11.24	30	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	0	7.36	8.15	8.94	0	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
CITY OF BERKELEY	4	9.73	10.61	11.49	42	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00	10-15-20-25
CITY OF CONCORD	0	10.70	11.85	12.99	0	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-128.00	10-15-20-20
CITY OF SAN JOSE	4	10.39	11.51	12.62	46	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99	10-15-21-21
CITY OF SUNNYVALE	4	11.02	12.21	13.40	49	40.0	12	YES	YES		YES	NO	14.9%	$129.20-129.20	11-16-21-30
U.C.MEDICAL CENTER S.F.	1	8.40	9.25	10.09	9	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00	15-15-21-24
U.C. BERKELEY	10	8.40	9.25	10.09	93	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 11	52	.....			508										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.77 HR. 1700 MO.
RATE RANGE 8.79 TO 10.75 HR. 1529 TO 1871 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	53.7	1261-1528	1	54.3	1298-1573	2823-3421	41,055
1114	ADMINISTRATOR, RETIREMENT SERVICES.....	Z	55.9	1401-1698	1	56.5	1443-1748	3139-3802	45,623
1115	CHIEF INVESTMENT OFFICER.....	Z	62.5	1927-2342	1	63.1	1985-2412	4317-5246	62,953
1116	COMMERCIAL DIVISION ASSISTANT MANAGER...	Z	56.3	1429-1731	1	56.9	1470-1782	3197-3876	46,510
1118	COMMERCIAL DIVISION MANAGER.....	Z	57.8	1535-1862	1	58.4	1580-1918	3437-4172	50,060
1491	ASSOCIATE REGISTRAR, SFJCD.....	Z		982- 982	1		1011-1011		
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	45.8	866-1047	1	46.4	891-1078	1938-2345	28,136
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	46.4	891-1078	1	47.0	916-1109	1992-2412	28,945
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	49.7	1042-1261	1	50.3	1073-1298	2334-2823	33,878
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR...	Z		1315-1315	1		1354-1354		
1540	SECRETARY, FIRE COMMISSION.....	Z	52.8	1208-1463	1	53.4	1243-1506	2704-3276	39,307
1544	SECRETARY, LIBRARY COMMISSION.....	Z	50.2	1067-1291	1	50.8	1099-1329	2390-2891	34,687
1548	SECRETARY, SOCIAL SERVICES COMMISSION...	Z	45.7	862-1042	1	46.3	887-1073	1929-2334	28,005
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM..	Z	57.7	1528-1853	1	58.3	1573-1909	3421-4152	49,825
1556	ADMIN SECRETARY, CITY PLANNING COMM.....	Z	50.9	1104-1336	1	51.5	1136-1375	2471-2991	35,888
1809	ADMIN ASST. TO SUPERINTENDENT OF SCHOOLS	Z		1291-1291	3		1330-1330		
1815	MANAGEMENT AIDE.....			1194-1194	1		1230-1230		
1820	JUNIOR ADMINISTRATIVE ANALYST.....	Z	40.5	674- 814	2	41.1	694-0838	1509-1823	21,872
1822	ADMINISTRATIVE ANALYST.....	Z	48.0	961-1163	5	48.6	989-1197	2151-2603	31,242
1823	SENIOR ADMINISTRATIVE ANALYST.....	Z	51.0	1109-1342	15	51.6	1141-1381	2482-3004	36,044
1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	54.2	1291-1565	13	54.8	1329-1611	2891-3504	42,047
1825	MANAGEMENT ANALYST.....	Z	52.2	1174-1421	1	52.8	1208-1463	2627-3182	38,184
1827	ASSISTANT MANAGEMENT ANALYST.....	Z	48.2	970-1174	1	48.8	998-1208	2171-2627	31,529
1829	OPERATIONS ANALYST.....	Z	45.2	842-1018	11	45.8	866-1047	1884-2277	27,327
1831	LEGISLATIVE AIDE, BOARD OF SUPERVISORS..	Z		825- 825	11		850- 850		
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z		907- 907	11		934- 934		
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM...		45.8	866-1047	0	46.4	891-1078	1938-2345	28,136
*1840	JUNIOR MANAGEMENT ASSISTANT.....	Z	41.0	691- 834	16	41.6	710-0058	1544-1866	22,394
1842	MANAGEMENT ASSISTANT.....	Z	45.0	834-1008	41	45.6	858-1037	1866-2255	27,066
1844	SENIOR MANAGEMENT ASSISTANT.....	Z	48.5	984-1191	50	49.1	1013-1226	2203-2667	31,999
1845	EXECUTIVE REPRESENTATIVE.....		51.3	1125-1362	0	51.9	1158-1401	2519-3047	36,566
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	51.2	1120-1355	1	51.8	1152-1394	2506-3032	36,383
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	49.1	1013-1226	1	49.7	1042-1261	2266-2743	32,912
1848	MAYOR'S PROGRAM CONSULTANT.....	Z		986- 986	4		1016-1016		
1849	MAYOR'S PROGRAM MANAGER.....	Z		1478-1478	4		1522-1522		
1886	MANAGER, BUR OF PERFORM MONITORING, PUC.	Z		1660-1660	1		1710-1710		
2119	HEALTH CARE ANALYST.....	Z	48.5	984-1191	2	49.1	1013-1226	2203-2667	31,999

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 APPROX. MO. SALARY	1983-84 APPROX. MAX. ANNUAL EQUIV.
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	49.0	1008-1220	2	49.6	1037-1255	2255-2730	32,756
2126	EXEC ASST, COMM MENTAL HEALTH SERVICE...	Z	54.2	1291-1565	0	54.8	1329-1611	2891-3504	42,047
2127	ADMIN ASST TO DIRECTOR OF PUBLIC HEALTH.	Z	48.1	966-1169	0	48.7	994-1203	2162-2617	31,398
2140	HOSPITAL ADMINISTRATIVE ASSISTANT.....	Z	49.9	1052-1273	9	50.5	1083-1310	2356-2849	34,191
2143	HOSPITAL ASSISTANT ADMINISTRATOR.....	Z	57.8	1535-1862	10	58.4	1580-1918	3437-4172	50,060
2145	HOSPITAL ASSOCIATE ADMINISTRATOR.....	Z	62.0	1881-2287	4	62.6	1936-2354	4211-5120	61,439
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	54.7	1323-1603	3	55.3	1362-1650	2962-3589	43,065
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	59.2	1642-1994	11	59.8	1690-2053	3676-4465	53,583
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	56.8	1463-1773	1	57.4	1506-1827	3276-3974	47,685
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		50.8	1099-1329	0	51.4	1131-1368	2460-2975	35,705
2993	ASST TO THE DIRECTOR, COMM ON THE AGING.	Z	45.8	866-1047	1	46.4	891-1078	1938-2345	28,136
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	48.3	975-1180	1	48.9	1003-1214	2182-2640	31,685
3268	MUNICIPAL STADIUMS MANAGER.....	Z	49.4	1027-1243	0	50.0	1057-1279	2299-2782	33,382
3480	FARMERS MARKET MANAGER.....		42.6	745- 899	1	43.2	766-0925	1666-2012	24,143
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART....	Z	50.0	1057-1279	1	50.6	1088-1316	2366-2862	34,348
4119	PERFORMING ARTS CENTER AIDE.....			826- 990	3	45.4	850-1027	1849-2234	26,805
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD.	Z	48.9	1003-1214	1	49.5	1032-1249	2245-2717	32,599
4331	SECURITY ANALYST.....	Z	54.2	1291-1565	1	54.8	1329-1611	2891-3504	42,047
4332	ASSISTANT CHIEF OF INVESTMENTS.....	Z	56.2	1421-1723	1	56.8	1463-1773	3182-3856	46,275
4378	CASH MANAGEMENT AND INVESTMENT OFFICER..	Z	58.9	1618-1965	1	59.5	1666-2023	3624-4400	52,800
5111	DEPUTY FOR DEVELOPMENT.....	Z		2446-2446	0		2519-2519		
5185	GENERAL MANAGER, HETCH HETCHY PROJECT...	Z		2368-2368	1		2439-2439		
5192	ASSISTANT TO DIRECTOR OF PUBLIC WORKS...		63.0	1975-2401	1	63.6	2033-2472	4422-5377	64,519
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY..	Z	49.7	1042-1261	1	50.3	1073-1298	2334-2823	33,878
9139	TRANSIT SUPERVISOR.....		49.4	1027-1243	193	50.0	1057-1279	2299-2782	33,382
9140	TRANSIT MANAGER I.....	Z	51.9	1158-1401	27	52.5	1191-1443	2590-3139	37,662
9141	TRANSIT MANAGER II.....	Z	54.4	1304-1580	7	55.0	1342-1626	2919-3537	42,439
9142	TRANSIT MANAGER III.....	Z	56.9	1470-1782	5	57.5	1513-1835	3291-3991	47,894
9176	SCHOOL TRANSPORTATION SCHEDULER.....		42.5	742- 895	6	43.1	762-0920	1657-2001	24,012
9178	SCHOOL TRANSPORTATION SUPERVISOR.....	Z	53.7	1261-1528	1	54.3	1290-1573	2823-3421	41,055
9276	SECRETARY, AIRPORTS COMMISSION.....	Z	50.4	1078-1304	1	51.0	1109-1342	2412-2919	35,026
9376	MARKET RESEARCH SPECIALIST, PORT.....	Z	50.0	1057-1279	1	50.6	1088-1316	2366-2862	34,348
9383	DIRECTOR, PLANNING AND RESEARCH.....	Z	63.1	1985-2412	1	63.7	2043-2483	4444-5401	64,806
9384	DIRECTOR, FINANCE AND ADMINISTRATION....		63.1	1985-2412	1	63.7	2043-2483	4444-5401	64,806
9387	PORT TRAFFIC MANAGER.....	Z	51.7	1147-1388	1	52.3	1180-1429	2567-3108	37,297
9388	DIRECTOR, MARITIME.....		63.1	1985-2412	1	63.7	2043-2483	4444-5401	64,806
9389	PORT TRAFFIC ANALYST.....	Z	45.8	834-1008	1	45.6	850-1037	1866-2255	27,066

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 1840 JUNIOR MANAGEMENT ASSISTANT CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR Z	54.2	1291-1565	1	54.8	1329-1611	2891-3504	42,047
9730	STAFF AIDE I, SPECIAL PROJECT..... Z		540- 540	0		540- 540		
9732	STAFF AIDE II, SPECIAL PROJECT..... Z		621- 621	0		621- 621		
9734	STAFF ASSISTANT I, SPECIAL PROJECT..... Z		706- 706	0		706- 706		
9736	STAFF ASSISTANT II, SPECIAL PROJECT..... Z		811- 811	0		811- 811		
9738	STAFF ASSISTANT III, SPECIAL PROJECT.... Z		931- 931	0		931- 931		
9740	STAFF ASSISTANT IV, SPECIAL PROJECT..... Z		1073-1073	0		1073-1073		
9742	STAFF ASSISTANT V, SPECIAL PROJECT..... Z		1237-1237	1		1237-1237		
9744	STAFF ASSISTANT VI, SPECIAL PROJECT..... Z		1427-1427	0		1427-1427		
9746	STAFF ASSISTANT VII, SPECIAL PROJECT.... Z		1643-1643	0		1643-1643		
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT... Z		1806-1806	0		1806-1806		
9750	STAFF ASSISTANT IX, SPECIAL PROJECT..... Z		1989-1989	0		1989-1989		
9752	STAFF ASSISTANT X, SPECIAL PROJECT..... Z		2186-2186	2		2186-2186		
9754	STAFF ASSISTANT XI, SPECIAL PROJECT..... Z		2405-2405	1		2405-2405		
9756	STAFF ASSISTANT XII, SPECIAL PROJECT.... Z		2523-2523	0		2523-2523		
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT... Z		2651-2651	0		2651-2651		
9920	PUBLIC SERVICE AIDE-ASST TO PROFESSIONAL		506- 506	0		521- 521		
9922	PUBLIC SERVICE AIDE-ASSOC TO PROFESSIONA		553- 553	0		570- 570		

NUMBER OF CLASSES THIS BENCHMARK..... 92
NUMBER OF POSITIONS THIS BENCHMARK..... 514

1872 PROGRAMMER ANALYST

1982-83 SALARY SCHEDULE 45.7

APPROX $1875 - $2071 - $2266 MO.
10.78 - 11.90 - 13.02 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	46	10.78	11.90	13.02		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
STATE OF CALIFORNIA	21	9.91	10.91	11.91	229	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
CONTRA COSTA COUNTY	4	10.40	11.52	12.64	46	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73		10-15-20-35
MARIN COUNTY	3	9.68	10.66	11.64	32	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00		10-15-20-30
SAN MATEO COUNTY	0	8.94	9.47	9.99	0	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SANTA CLARA COUNTY	55	10.95	12.09	13.23	665	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
CITY OF CONCORD	2	11.90	13.19	14.47	26	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-128.00		10-15-20-20
CITY OF OAKLAND	2	9.71	10.77	11.83	22	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13		10-15-16-25
CITY OF SAN JOSE	8	12.02	13.32	14.61	107	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-150.99		10-15-21-21
EAST BAY MUNI. UTIL. DIST.	2	11.62	12.60	13.57	25	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.49		10-15-20-25
EAST BAY MUNI. UTIL. DIST.	3	13.19	14.30	15.40	43	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.49		10-15-20-25
OAKLAND CITY SCHOOL DIST.	3	10.72	12.20	13.67	37	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-143.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	16	11.33	12.50	13.67	200	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
U.C. BERKELEY	47	11.33	12.50	13.67	588	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 12	166	.....			2,020											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.17 HR. 2118 MO.
RATE RANGE 10.95 TO 13.39 HR. 1905 TO 2330 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1672 PROGRAMMER ANALYST *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1862	SYSTEMS AND PROCEDURES ANAYLST..... Z	46.8	908-1099	6	47.3	929-1125	2021-2447	29,363
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ Z	49.8	1047-1267	2	50.3	1073-1298	2334-2823	33,878
1864	SR SYSTEMS AND PROCEDURES ANALYST..... Z	49.8	1047-1267	20	50.3	1073-1298	2334-2823	33,878
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ.. Z	52.8	1208-1463	0	53.3	1237-1499	2690-3260	39,124
1866	SYSTEMS AND PROCEDURES SUPERVISOR..... Z	52.8	1208-1463	16	53.3	1237-1499	2690-3260	39,124
1869	TECH INSTRUCT ASST,COMPUTER SERVICES MAN	45.7	862-1042	3	46.2	882-1067	1918-2321	27,849
1870	PROGRAMMER ANALYST TRAINEE..... Z	43.7	785- 947	4	44.2	803-0970	1747-2110	25,317
1871	ASSISTANT SOFTWARE ANALYST..... Z	49.8	1047-1267	2	50.3	1073-1298	2334-2823	33,878
*1872	PROGRAMMER ANALYST..... Z	45.7	862-1042	39	46.2	882-1067	1918-2321	27,849
1873	SOFTWARE ANALYST..... Z	51.7	1147-1388	7	52.2	1174-1421	2553-3091	37,088
1874	SENIOR PROGRAMMER ANALYST..... Z	48.7	994-1203	17	49.2	1018-1232	2214-2680	32,155
1875	SENIOR SOFTWARE ANALYST..... Z	53.7	1261-1528	6	54.2	1291-1565	2808-3404	40,847
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV Z	51.7	1147-1388	17	52.2	1174-1421	2553-3091	37,088
1877	SUPERVISING SOFTWARE ANALYST..... Z	56.2	1421-1723	4	56.7	1457-1765	3169-3839	46,067
1879	PROJECT MANAGER, SPECIAL PROJECT..... Z	59.0	1626-1975	0	59.5	1666-2023	3624-4400	52,800
1880	CHIEF OF SYSTEMS..... Z	59.0	1626-1975	7	59.5	1666-2023	3624-4400	52,800
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC Z		2494-2494	1		2494-2494		
9307	COMPUTER OPERATIONS SUPERVISOR, PORT....	47.3	929-1125	1	47.8	952-1152	2071-2506	30,067

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 152

1934 STOREKEEPER

1982-83 SALARY SCHEDULE 38.8

APPROX $1353 - $1495 - $1636 MO.
7.78 - 8.59 - 9.40 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN- TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	39	7.78	8.59	9.40		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
ALAMEDA COUNTY	30	7.90	8.67	9.44	260	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-	137.14	10-15-20-20
CONTRA COSTA COUNTY	7	8.72	9.66	10.60	68	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-	122.73	10-15-20-35
SAN MATEO COUNTY	1	7.65	8.61	9.56	9	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-	126.51	13-16-21-24
SANTA CLARA COUNTY	13	7.53	8.30	9.07	108	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
CITY OF HAYWARD	1	6.93	7.68	8.43	8	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-	146.61	10-15-20-20
CITY OF OAKLAND	18	8.77	9.24	9.70	166	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-	136.13	10-15-18-25
CITY OF SAN JOSE	8	8.37	9.28	10.18	74	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-	158.99	10-15-21-21
CITY OF SANTA CLARA	1	8.68	9.64	10.59	10	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-	101.72	10-15-21-21
CITY OF SUNNYVALE	1	9.41	10.43	11.44	10	40.0	12	YES	YES		YES	NO	14.9%	$129.20-	129.20	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	4	10.56	10.56	10.56	42	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-	167.49	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	12	10.56	10.56	10.56	127	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-	167.49	10-15-20-25
OAKLAND CITY SCHOOL DIST.	8	8.29	8.48	8.67	68	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-	143.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	13	7.89	8.66	9.42	113	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-	168.00	15-15-21-24
U.C. BERKELEY	18	7.73	8.47	9.21	152	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
GOLDEN GATE BRIDGE DISTRICT	1	9.42	10.41	11.39	10	40.0	11	YES	NO	12	YES	YES	7.0%	$ 73.40-	206.20	10-15-20-25
BAY AREA RAPID TRANSIT	25	10.44	10.44	10.44	261	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-	104.96	15-15-20-25
TOTALS ... 15	120	.....			1,056											
FLAT RATE TOTALS	41	.....			430											
COMBINED TOTAL	161															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.80 HR. 1531 MO. *
* RATE RANGE 7.92 TO 9.68 HR. 1378 TO 1684 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 10.49 TO 10.49 HR. 1825 TO 1825 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 8.57 TO 9.89 HR. 1491 TO 1721 MO. *

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 1934 STOREKEEPER *
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CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1914	FILM SERVICE TECHNICIAN.....	36.8	567- 684	4	37.8	594-0717	1292-1559	18,714
1915	SENIOR FILM SERVICE TECHNICIAN.....	37.8	594- 717	0	38.8	622-0752	1353-1636	19,627
1924	MATERIALS AND SUPPLIES SUPERVISOR.....	38.1	602- 728	5	39.1	631-0762	1372-1657	19,888
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR	40.8	684- 826	6	41.8	717-0866	1559-1884	22,603
1932	ASSISTANT STOREKEEPER.....	36.8	567- 684	28	37.8	594-0717	1292-1559	18,714
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR...	39.4	641- 773	14	40.4	671-0810	1459-1762	21,141
*1934	STOREKEEPER.....	38.8	622- 752	38	39.8	652-0788	1418-1714	20,567
1936	SENIOR STOREKEEPER.....	41.3	701- 846	16	42.3	735-0887	1599-1929	23,151
1938	STORES AND EQUIPMENT ASST SUPERVISOR....	44.3	807- 975	3	45.3	846-1022	1840-2223	26,674
1939	SCHOOL WAREHOUSE SUPERVISOR..... Z	41.8	717- 866	2	42.8	752-0908	1636-1975	23,699
1940	STORES AND EQUIPMENT SUPERVISOR..... Z	47.8	952-1152	1	48.8	998-1208	2171-2627	31,529
1948	CODING SUPERVISOR, PURCHASING DEPT.....	45.3	846-1022	1	46.3	887-1073	1929-2334	28,005
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....	41.9	721- 870	4	42.9	755-0912	1642-1984	23,803
7441	TOOL ROOM MECHANIC AND CUSTODIAN.....	36.6	562- 677	5	37.6	589-0710	1281-1544	18,531
7550	SCHOOL FURNITURE SERVICE WORKER.....	38.4	611- 738	14	39.4	641-0773	1394-1681	20,175

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 141

1982-83 SALARY SCHEDULE 45.7

APPROX $1875 - $2071 - $2266 MO.
10.78 - 11.90 - 13.02 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	10	10.78	11.90	13.02		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
STATE OF CALIFORNIA	1	10.86	11.98	13.09	12	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
ALAMEDA COUNTY	6	12.00	13.19	14.38	79	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14		10-15-20-20
CONTRA COSTA COUNTY	4	10.92	12.10	13.27	48	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73		10-15-20-35
MARIN COUNTY	2	9.24	10.17	11.09	20	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00		10-15-20-30
SAN MATEO COUNTY	3	10.20	11.48	12.75	34	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SANTA CLARA COUNTY	9	11.98	13.24	14.49	119	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
CITY OF BERKELEY	2	9.94	10.84	11.74	22	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00		10-15-20-25
CITY OF OAKLAND	3	12.52	13.17	13.81	40	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13		10-15-18-25
CITY OF SAN JOSE	4	10.74	11.90	13.05	48	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99		10-15-21-21
CITY OF SANTA CLARA	1	11.93	13.21	14.49	13	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-101.72		10-15-21-21
CITY OF SUNNYVALE	1	11.32	12.54	13.76	13	40.0	12	YES	YES		YES	NO	14.9%	$129.20-129.20		11-16-21-30
EAST BAY MUNI. UTIL. DIST.	3	11.91	12.91	13.90	39	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.69		10-15-20-25
OAKLAND CITY SCHOOL DIST.	5	9.50	10.61	12.11	54	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-143.00		10-15-25-25
U.C.MEDICAL CENTER S.F.	4	9.20	10.14	11.07	41	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
U.C.MEDICAL CENTER S.F.	2	11.07	12.21	13.34	24	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
U.C. BERKELEY	1	9.21	10.14	11.07	10	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
U.C. BERKELEY	3	11.07	12.21	13.34	37	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
A.C. TRANSIT	2	11.51	12.11	12.70	24	40.0	11	YES	YES	12	YES	YES	13.2%	$159.12-159.12		10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	11.64	12.86	14.07	13	40.0	11	YES	NO	12	YES	YES	7.0%	$ 73.40-204.20		10-15-20-25
GOLDEN GATE BRIDGE DISTRICT	1	14.03	15.49	16.95	15	40.0	11	YES	NO	12	YES	YES	7.0%	$ 73.40-204.20		10-15-20-25
BAY AREA RAPID TRANSIT	2	9.61	12.02	14.42	24	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-104.96		15-15-20-25
TOTALS ... 18	60	.....			729											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN

	RATE RANGE		HR.		MO.
	10.94	TO 13.37	12.15	1904 TO 2326	2114

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1952 PURCHASER *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1928	SCHOOL SUPPLIES ANALYST..... Z	45.7	862-1042	2	46.2	882-1067	1918-2321	27,849
1950	ASSISTANT PURCHASER..... Z	39.2	634- 766	1	39.7	650-0785	1414-1707	20,489
*1952	PURCHASER..... Z	45.7	862-1042	10	46.2	882-1067	1918-2321	27,849
1954	PURCHASER, PRINTING..... Z	45.7	862-1042	2	46.2	882-1067	1918-2321	27,849
1956	SENIOR PURCHASER..... Z	49.7	1042-1261	6	50.2	1067-1291	2321-2808	33,695
1958	SUPERVISING PURCHASER..... Z	52.3	1100-1429	1	52.8	1208-1463	2627-3182	38,184

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 22

2230 PHYSICIAN SPECIALIST

1982-83 SALARY SCHEDULE 61.5

APPROX $3991 - $4421 - $4850 MO.
22.94 - 25.41 - 27.87 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	140	22.94	25.41	27.87		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
STATE OF CALIFORNIA	10	24.78	27.11	29.44	271	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
U.S. GOVERNMENT	22	19.77	22.74	25.70	500	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
U.S. GOVERNMENT	215	23.25	25.40	27.54	5,461	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
CONTRA COSTA COUNTY	45	23.51	26.81	30.10	1,206	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
MARIN COUNTY	1	10.80	11.95	13.09	12	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00	10-15-20-30
SAN MATEO COUNTY	14	20.56	23.13	25.70	324	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	1	19.83	21.97	24.11	22	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
SANTA CLARA COUNTY	22	21.32	23.63	25.94	520	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
U.C.MEDICAL CENTER S.F.	7	22.46	24.83	27.20	174	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00	15-15-21-24
U.C.MEDICAL CENTER S.F.	11	24.71	27.31	29.91	300	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00	15-15-21-24
U.C. BERKELEY	8	22.46	24.83	27.20	199	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
U.C. BERKELEY	6	24.71	27.31	29.91	164	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 8	362	.....			9,153										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 25.28 HR. 4399 MO.
RATE RANGE 22.75 TO 27.81 HR. 3959 TO 4839 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2230 PHYSICIAN SPECIALIST *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2210	DENTIST	Z	60.0	1706-2074	9	60.0	1706-2074	3711-4511	54,131
2212	DIRECTOR, DIVISION OF DENTAL HEALTH	Z	62.4	1918-2332	1	62.4	1918-2332	4172-5072	60,865
2220	PHYSICIAN	Z	60.5*	1748-2124	23	60.5*	1748-2124	3802-4620	55,436
2222	SENIOR PHYSICIAN	Z	61.5	1835-2230	2	61.5	1835-2230	3991-4850	58,203
*2230	PHYSICIAN SPECIALIST	Z	61.5*	1835-2230	138	61.5*	1835-2230	3991-4850	58,203
2232	SENIOR PHYSICIAN SPECIALIST	Z	62.5*	1927-2342	23	62.5*	1927-2342	4191-5094	61,126
2233	SUPERVISING PHYSICIAN SPECIALIST	Z	64.0	2074-2521	5	64.0	2074-2521	4511-5483	65,798
2234	DISTRICT HEALTH OFFICER	Z	64.0	2074-2521	2	64.0	2074-2521	4511-5483	65,798
2235	SUPV PHYSICIAN SPECIALIST, CHILD PSYCH	Z	64.0	2074-2521	0	64.0	2074-2521	4511-5483	65,798
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM	Z	58.9	1618-1965	1	58.9	1618-1965	3519-4274	51,287
2240	RADIOLOGIST	Z	62.9	1965-2388	1	62.9	1965-2388	4274-5194	62,327
2250	DIRECTOR OF CLINICAL SERVICES	Z	64.0*	2074-2521	8	64.0*	2074-2521	4511-5483	65,798
2273	INTERNE	Z	CONTRACT RATE		56		CONTRACT RATE		
2275	ASSISTANT RESIDENT I	Z	CONTRACT RATE		52		CONTRACT RATE		
2277	ASSISTANT RESIDENT II	Z	CONTRACT RATE		40		CONTRACT RATE		
2279	ASSISTANT RESIDENT III	Z	CONTRACT RATE		19		CONTRACT RATE		
2281	ASSISTANT RESIDENT IV	Z	CONTRACT RATE		12		CONTRACT RATE		
2283	CHIEF RESIDENT	Z	CONTRACT RATE		16		CONTRACT RATE		
2290	ZOO VETERINARIAN	Z		1387-1387	1		1387-1387		
2458	TOXICOLOGIST	Z	59.8	1690-2053	1	59.8	1690-2053	3676-4465	53,583

NUMBER OF CLASSES THIS BENCHMARK..... 20
NUMBER OF POSITIONS THIS BENCHMARK..... 410

2312 LICENSED VOCATIONAL NURSE

1982-83 SALARY SCHEDULE 38.0 APPROX $1303 - $1439 - $1575 MO.
7.49 - 8.27 - 9.05 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	117	7.49	8.27	9.05		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	974	8.22	8.84	9.26	8,610											
STATE OF CALIFORNIA	56	6.60	7.19	7.77	403	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-	168.00	10-15-19-50
ALAMEDA COUNTY	259	9.01	9.46	9.91	2,450	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-	137.14	10-15-20-20
CONTRA COSTA COUNTY	110	7.70	8.53	9.36	938	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-	122.73	10-15-20-35
SAN MATEO COUNTY	46	7.58	8.28	8.97	381	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-	126.51	13-16-21-24
SANTA CLARA COUNTY	117	8.07	8.91	9.74	1,042	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
CITY OF BERKELEY	0	8.23	8.67	9.11	0	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-	169.00	10-15-20-25
U.C.MEDICAL CENTER S.F.	48	7.73	8.26	8.79	396	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-	168.00	15-15-21-24
TOTALS ... 8	1610				14,220											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.83 HR. 1536 MO.
RATE RANGE 7.95 TO 9.71 HR. 1383 TO 1690 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
I120	SENIOR ORDERLY	37.6	589- 710	1	39.0	628-0758	1366-1649	19,784
2120	INSTITUTIONAL ADMITTING OFFICER	45.4	850-1027	1	46.8	908-1099	1975-2390	28,684
2301	ORDERLY TRAINEE		523- 523	0		560- 560		
2302	ORDERLY	36.6	562- 677	572	38.0	599-0724	1303-1575	18,896
2304	PSYCHIATRIC ORDERLY	37.3	580- 701	1	38.7	620-0748	1349-1627	19,523
2305	PSYCHIATRIC TECHNICIAN	38.3	608- 735	68	39.7	650-0785	1414-1707	20,489
2306	SENIOR PSYCHIATRIC ORDERLY	39.3	638- 769	2	40.7	681-0822	1481-1788	21,454
2310	OPERATING ROOM TECHNICIAN	38.3	608- 735	17	39.7	650-0785	1414-1707	20,489
*2312	LICENSED VOCATIONAL NURSE	38.0	599- 724	117	39.4	641-0773	1394-1681	20,175
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH	37.6	589- 710	47	39.0	628-0758	1366-1649	19,784
2392	SR CENTRAL PROCESSING AND DISTR TECH	43.0	758- 916	4	44.4	810-0979	1762-2129	25,552
2402	LABORATORY HELPER	33.3	482- 580	7	34.7	514-0620	1118-1349	16,182
2406	PHARMACY HELPER	37.3	580- 701	4	38.7	620-0748	1349-1627	19,523
2408	SENIOR PHARMACY HELPER	39.3	638- 769	1	40.7	681-0822	1481-1788	21,454
2409	PHARMACY TECHNICIAN	40.3	668- 807	13	41.7	714-0862	1553-1875	22,498
2416	BACTERIOLOGICAL LABORATORY ASSISTANT	34.8	517- 622	6	36.2	552-0664	1201-1444	17,330
2420	HISTOLOGY TECHNICIAN	41.6	710- 858	1	43.0	758-0916	1649-1992	23,908
2440	VETERINARY LABORATORY TECHNOLOGIST	44.4	810- 979	1	45.8	866-1047	1884-2277	27,327
2502	STERILIZER OPERATOR	36.6	562- 677	0	38.0	599-0724	1303-1575	18,896
2514	ORTHOPEDIC TECHNICIAN I	38.3	608- 735	2	39.7	650-0785	1414-1707	20,489
2515	ORTHOPEDIC TECHNICIAN II	39.3	638- 769	1	40.7	681-0822	1481-1788	21,454
2517	JAIL MEDICAL TECHNICIAN		952- 952	15		952- 952		
2520	MORGUE ATTENDANT	36.8	567- 684	4	38.2	605-0731	1316-1590	19,079
2522	SENIOR MORGUE ATTENDANT	38.3	608- 735	4	39.7	650-0785	1414-1707	20,489
2526	AMBULANCE DRIVER	47.2	925-1120	35	48.6	989-1197	2151-2603	31,242
2528	MEDICAL STEWARD	47.2*	925-1120	35	48.6*	989-1197	2151-2603	31,242
2530	SENIOR MEDICAL STEWARD	48.7	994-1203	9	50.1	1062-1285	2310-2795	33,539
2532	PARAMEDIC	47.2	925-1120	0	48.6	989-1197	2151-2603	31,242
2534	PARAMEDIC SUPERVISOR Z	50.7	1093-1323	5	52.1	1169-1414	2543-3075	36,905
2535	CHIEF, PARAMEDIC DIVISION Z	52.7	1203-1457	1	54.1	1285-1558	2795-3389	40,664
2565	HEALTH WORKER I	32.2	458- 552	34	33.6	489-0589	1064-1281	15,373
2566	HEALTH WORKER II	34.7	514- 620	55	36.1	549-0661	1194-1438	17,252
2567	HEALTH WORKER III	37.7	591- 714	52	39.1	631-0762	1372-1657	19,888
2568	HEALTH WORKER IV	41.4	704- 850	21	42.8	752-0908	1636-1975	23,699
2589	HEALTH PROGRAM COORDINATOR I Z	44.4	810- 979	5	45.8	866-1047	1884-2277	27,327
2591	HEALTH PROGRAM COORDINATOR II Z	47.4	934-1131	7	48.8	998-1208	2171-2627	31,529
2593	HEALTH PROGRAM COORDINATOR III Z	50.9	1104-1336	19	52.3	1180-1429	2567-3108	37,297

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7303	BARBER	38.6	617- 745	2	40.0	658-0796	1431-1731	20,776
7324	BEAUTICIAN	38.6	617- 745	2	40.0	658-0796	1431-1731	20,776
9924	PUBLIC SERVICE AIDE-HEALTH SERVICES		451- 451	0		483- 483		
9926	PUBLIC SERVICE AIDE-LEGAL ENFORCEMENT		451- 451	0		483- 483		

NUMBER OF CLASSES THIS BENCHMARK..... 41
NUMBER OF POSITIONS THIS BENCHMARK..... 1171

2426 RADIOLOGIC TECHNOLOGIST II

1982-83 SALARY SCHEDULE 43.8 — APPROX $1714 - $1893 - $2071 MO.
9.85 - 10.88 - 11.90 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	24	9.85	10.88	11.90		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
PRIVATE BAY AREA	232	9.99	11.02	12.01	2,557										
STATE OF CALIFORNIA	1	7.93	8.70	9.46	9	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
ALAMEDA COUNTY	19	10.54	11.60	12.66	220	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	1	8.70	9.64	10.58	10	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
CONTRA COSTA COUNTY	9	9.99	11.07	12.14	100	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
SAN MATEO COUNTY	1	8.42	9.47	10.52	9	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	17	9.73	10.55	11.37	179	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
U.C.MEDICAL CENTER S.F.	24	9.20	10.14	11.07	243	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00	15-15-21-24
U.C. BERKELEY	1	9.86	10.87	11.87	11	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 8	305	.....			3,338										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.94 HR. 1904 MO.
RATE RANGE 9.85 TO 12.03 HR. 1714 TO 2093 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 2426 RADIOLOGIC TECHNOLOGIST II *
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CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2202	DENTAL AIDE	39.5	644- 777	12	39.7	650-0785	1414-1707	20,489
2204	DENTAL HYGIENIST	43.0	758- 916	1	43.2	766-0925	1666-2012	24,143
2423	RADIOLOGIC TECHNOLOGIST INTERN	CONTRACT RATE		6		CONTRACT RATE		
2424	X-RAY LABORATORY AIDE	38.5	614- 742	19	38.7	620-0748	1349-1627	19,523
2425	RADIOLOGIC TECHNOLOGIST I	43.0	758- 916	15	43.2	766-0925	1666-2012	24,143
*2426	RADIOLOGIC TECHNOLOGIST II	43.8	788- 952	24	44.0	796-0961	1731-2090	25,082
2427	RADIOLOGIC TECHNOLOGIST III	45.0	834-1008	5	45.2	842-1018	1831-2214	26,570
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I	46.3	887-1073	7	46.5	895-1083	1947-2356	28,266
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II	47.8	952-1152	2	48.0	961-1163	2090-2530	30,354
2430	MEDICAL EXAMINATIONS ASSISTANT	39.5	644- 777	0	39.7	650-0785	1414-1707	20,489
2431	CHIEF RADIOLOGIC TECHNOLOGIST	49.3	1022-1237	1	49.5	1032-1249	2245-2717	32,599
2432	ELECTROCARDIOGRAPH TECHNICIAN	41.0	691- 834	5	41.2	697-0842	1516-1831	21,976
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN	43.0	758- 916	1	43.2	766-0925	1666-2012	24,143
2436	ELECTROENCEPHALOGRAPH TECHICIAN I	42.5	742- 895	2	42.7	748-0903	1627-1964	23,568
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II	43.5	777- 938	0	43.7	785-0947	1707-2060	24,717

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 100

2444 CLINICAL LABORATORY TECHNOLOGIST

1982-83 SALARY SCHEDULE 46.8 — APPROX $1975 - $2183 - $2390 MO.
11.35 - 12.55 - 13.74 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	11.35	12.55	13.74		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
PRIVATE BAY AREA	614	12.70	13.82	14.08	8,485										
STATE OF CALIFORNIA	3	9.91	10.64	11.37	32	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
ALAMEDA COUNTY	33	12.80	14.01	15.22	462	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	15	10.11	11.20	12.29	168	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
SAN MATEO COUNTY	10	10.14	11.41	12.68	114	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	38	10.57	11.71	12.84	445	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
U.C.MEDICAL CENTER S.F.	151	10.82	11.93	13.03	1,801	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00	15-15-21-24
U.C. BERKELEY	7	10.82	11.93	13.03	84	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 8	871	.....			11,591										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.31 HR. 2316 MO.
RATE RANGE 11.98 TO 14.64 HR. 2085 TO 2547 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2444 CLINICAL LABORATORY TECHNOLOGIST *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1983-84 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		46.2	882-1067	2	47.5	938-1136	2040-2471	29,650
*2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	46.8	908-1099	5	48.1	966-1169	2101-2543	30,511
2446	SR CLINICAL LABORATORY TECHNOLOGIST.....	Z	49.8	1047-1267	1	51.1	1114-1349	2423-2934	35,209
2447	TECH INSTRUCT ASST, CHEMISTRY/BIOLOGY...		39.3	638- 769	2	40.6	677-0818	1472-1779	21,350
2456	ASSISTANT TOXICOLOGIST.....	Z	48.7	994-1203	1	50.0	1057-1279	2299-2782	33,382
2462	MICROBIOLOGIST.....	Z	46.8	908-1099	8	48.1	966-1169	2101-2543	30,511
2464	SENIOR MICROBIOLOGIST.....	Z	49.8	1047-1267	6	51.1	1114-1349	2423-2934	35,209
2465	VIROLOGIST.....	Z	52.8	1208-1463	1	54.1	1285-1558	2795-3389	40,664
2466	CHIEF MICROBIOLOGIST.....	Z	53.8	1267-1535	1	55.1	1349-1634	2934-3554	42,647
2468	WATER QUALITY BIOLOGIST.....		49.8	1047-1267	0	51.1	1114-1349	2423-2934	35,209
2471	WATER QUALITY CHEMIST.....	Z	46.2	882-1067	29	47.5	938-1136	2040-2471	29,650
2472	SENIOR WATER CHEMIST.....	Z	50.4	1078-1304	2	51.7	1147-1388	2495-3019	36,227
2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	50.7	1093-1323	6	52.0	1163-1407	2530-3060	36,723
2484	JUNIOR PUBLIC HEALTH CHEMIST.....	Z	42.7	748- 903	0	44.0	796-0961	1731-2090	25,082
2486	PUBLIC HEALTH CHEMIST I.....	Z	45.2	842-1018	5	46.5	895-1083	1947-2356	28,266
2488	PUBLIC HEALTH CHEMIST II.....	Z	47.7	947-1147	1	49.0	1008-1220	2192-2654	31,842
2490	PUBLIC HEALTH CHEMIST III.....	Z	52.2	1174-1421	1	53.5	1249-1513	2717-3291	39,489
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES....	Z	57.0	1477-1791	1	58.3	1573-1909	3421-4152	49,825
6106	SANITARY ENGINEERING TECHNICIAN.....		43.7	785- 947	22	45.0	834-1008	1814-2192	26,309

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 94

2450 PHARMACIST

1982-83 SALARY SCHEDULE 50.5

APPROX $2356 - $2603 - $2849 MO.
13.54 - 14.96 - 16.37 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH MO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	29	13.54	14.96	16.37		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	200	15.69	16.02	16.75	3,204											
STATE OF CALIFORNIA	5	13.09	13.73	14.37	69	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
U.S. GOVERNMENT	54	11.74	13.50	15.26	729	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
ALAMEDA COUNTY	15	13.76	15.20	16.63	228	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14		10-15-20-20
CONTRA COSTA COUNTY	7	13.56	14.26	14.95	100	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73		10-15-20-35
SAN MATEO COUNTY	6	12.32	13.86	15.40	83	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SANTA CLARA COUNTY	23	14.35	15.86	17.36	365	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
U.C.MEDICAL CENTER S.F.	10	9.86	10.87	11.87	109	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
U.C. BERKELEY	2	12.75	13.71	14.66	27	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 9	322	.....			4,914											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.26 HR. 2655 MO.

RATE RANGE 13.73 TO 16.79 HR. 2389 TO 2921 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2450 PHARMACIST *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*2450	PHARMACIST	Z	50.5	1083-1310	29	51.0	1109-1342	2412-2919	35,026
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP.	Z	52.5	1191-1443	1	53.0	1220-1477	2654-3212	38,550
2452	SENIOR PHARMACIST, SF GEN HOSPITAL	Z	54.5	1310-1588	1	55.0	1342-1626	2919-3537	42,439
2454	CLINICAL PHARMACIST		53.5	1249-1513	6	54.0	1279-1550	2782-3371	40,455

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 37

2556 PHYSICAL THERAPIST

1982-83 SALARY SCHEDULE 44.5 — APPROX $1770 - $1955 - $2140 MO. / 10.17 - 11.24 - 12.30 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	13	10.17	11.24	12.30		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	125	10.77	11.71	13.38	1,464											
STATE OF CALIFORNIA	0	8.63	9.50	10.37	0	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-	168.00	10-15-19-50
U.S. GOVERNMENT	14	9.70	11.16	12.61	156	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	9	10.78	11.88	12.97	107	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-	137.14	10-15-20-20
CONTRA COSTA COUNTY	12	10.28	11.39	12.49	137	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-	122.73	10-15-20-35
MARIN COUNTY	2	9.90	10.91	11.91	22	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-	156.00	10-15-20-30
SAN MATEO COUNTY	4	9.59	10.79	11.99	43	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-	126.51	13-16-21-24
SANTA CLARA COUNTY	7	10.60	11.70	12.80	82	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
TOTALS ... 8	173	.....			2,011											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.62 HR. 2022 MO.

RATE RANGE 10.46 TO 12.78 HR. 1820 TO 2224 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2556 PHYSICAL THERAPIST *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2504	INHALATION THERAPIST		39.7	650- 785	0	40.5	674-0814	1466-1770	21,245
2538	AUDIOMETRIST	Z	46.3	887-1073	3	47.1	920-1114	2001-2423	29,075
2542	SPEECH PATHOLOGIST	Z	47.8	952-1152	4	48.6	989-1197	2151-2603	31,242
2546	HANDICRAFT INSTRUCTOR		39.2	634- 766	1	40.0	658-0796	1431-1731	20,776
2548	OCCUPATIONAL THERAPIST	Z	44.8	826- 998	15	45.6	858-1037	1866-2255	27,066
2550	SENIOR OCCUPATIONAL THERAPIST	Z	48.0	961-1163	5	48.8	998-1208	2171-2627	31,529
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV	Z	42.5	742- 895	4	43.3	769-0929	1673-2021	24,247
2554	PHYSICAL THERAPY AIDE		39.1	631- 762	4	39.9	655-0792	1425-1723	20,671
*2556	PHYSICAL THERAPIST	Z	44.5	814- 984	13	45.3	846-1022	1840-2223	26,674
2558	SENIOR PHYSICAL THERAPIST	Z	48.0	961-1163	3	48.8	998-1208	2171-2627	31,529
2561	OPTOMETRIST		53.1	1226-1484	1	53.9	1273-1543	2769-3356	40,272

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 53

2574 CLINICAL PSYCHOLOGIST

1982-83 SALARY SCHEDULE 52.0

APPROX $2530 - $2795 - $3060 MO.
14.54 - 16.06 - 17.59 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	26	14.54	16.07	17.59		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
STATE OF CALIFORNIA	3	13.09	14.55	16.00	44	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
U.S. GOVERNMENT	43	16.73	19.24	21.75	827	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	18	15.66	16.42	17.18	296	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	11	7.84	12.14	16.44	134	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
MARIN COUNTY	1	13.34	14.72	16.09	15	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00	10-15-20-30
SAN MATEO COUNTY	12	13.99	15.74	17.48	189	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	20	14.35	15.86	17.36	317	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
CITY OF BERKELEY	1	13.11	14.21	15.31	14	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00	10-15-20-25
U.C.MEDICAL CENTER S.F.	5	13.34	14.73	16.11	74	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00	15-15-21-24
U.C. BERKELEY	1	13.34	14.73	16.11	15	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 10	115	.....			1,925										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 16.74 HR. 2913 MO.
RATE RANGE 15.07 TO 18.41 HR. 2622 TO 3203 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2574 CLINICAL PSYCHOLOGIST *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 APPROX. MO. SALARY	1983-84 APPROX. MAX. ANNUAL EQUIV.
*2574	CLINICAL PSYCHOLOGIST..... Z	52.0	1163-1407	25	52.9	1214-1470	2640-3197	38,367
2575	RESEARCH PSYCHOLOGIST..... Z	53.5	1249-1513	2	54.4	1304-1580	2836-3437	41,238
2576	SUPERVISING CLINICAL PSYCHOLOGIST..... Z	53.5	1249-1513	2	54.4	1304-1580	2836-3437	41,238
2578	CHIEF CLINICAL PSYCHOLOGIST..... Z	57.2	1491-1809	0	58.1	1558-1890	3389-4111	49,329
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR..... Z	51.0	1109-1342	0	51.9	1158-1401	2519-3047	36,566
2818	HEALTH PROGRAM PLANNER..... Z	48.6	989-1197	2	49.5	1032-1249	2245-2717	32,599
2820	SENIOR HEALTH PROGRAM PLANNER.....	51.6	1141-1381	4	52.5	1191-1443	2590-3139	37,662

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 35

2604 FOOD SERVICE WORKER

1982-83 SALARY SCHEDULE 35.0 — APPROX $1133 - $1250 - $1366 MO.
6.51 - 7.18 - 7.85 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	140	6.51	7.18	7.85		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
STATE OF CALIFORNIA	66	5.52	5.95	6.38	393	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
U.S. GOVERNMENT	143	7.56	8.19	8.82	1,171	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
ALAMEDA COUNTY	87	6.99	7.46	7.93	649	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14		10-15-20-20
SAN MATEO COUNTY	19	6.63	7.02	7.40	133	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SANTA CLARA COUNTY	36	6.45	7.10	7.75	256	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
U.C.MEDICAL CENTER S.F.	78	6.82	7.11	7.40	555	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
U.C. BERKELEY	96	6.82	7.11	7.40	683	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
TOTALS ... 7	525				3,840											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 7.31 HR. 1272 MO.
RATE RANGE 6.58 TO 8.04 HR. 1145 TO 1399 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2604 FOOD SERVICE WORKER *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*2604	FOOD SERVICE WORKER	35.0	521- 628	140	35.4	531-0641	1155-1394	16,730
2606	SENIOR FOOD SERVICE WORKER	36.0	546- 658	24	36.4	557-0671	1211-1459	17,513
2608	SUPPLY ROOM ATTENDENT	36.6	562- 677	1	37.0	572-0691	1244-1503	18,035
2615	SCHOOL LUNCHROOM HELPER	35.0	521- 628	664	35.4	531-0641	1155-1394	16,730
2618	FOOD SERVICE SUPERVISOR	38.8	622- 752	3	39.2	634-0766	1379-1666	19,993
2619	SENIOR FOOD SERVICE SUPERVISOR	40.8	684- 826	2	41.2	697-0842	1516-1831	21,976
2630	SCHOOL LUNCHROOM COOK	37.0	572- 691	30	37.4	583-0704	1268-1531	18,374
2632	COOK-MANAGER, ELEMENTARY SCHOOL	38.0*	599- 724	36	38.4*	611-0738	1329-1605	19,262
2634	COOK-MANAGER, SECONDARY SCHOOL	40.9	688- 830	30	41.3	701-0846	1525-1840	22,081
2650	ASSISTANT COOK	38.0	599- 724	8	38.4	611-0738	1329-1605	19,262
2652	BAKER	42.5	742- 895	1	42.9	755-0912	1642-1984	23,803
2654	COOK	41.0	691- 834	27	41.4	704-0850	1531-1849	22,185
2656	CHEF	45.5	854-1032	12	45.9	870-1052	1892-2288	27,457
2660	ADMINISTRATIVE CHEF Z	51.4	1131-1368	1	51.8	1152-1394	2506-3032	36,383
2661	FOOD SERVICE ADMINISTRATOR Z	50.7	1093-1323	1	51.1	1114-1349	2423-2934	35,209
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT	36.5	560- 674	94	36.9	570-0688	1240-1496	17,957
2674	CHILDREN'S CENTER HOUSEPARENT	38.0	599- 724	18	38.4	611-0738	1329-1605	19,262
7350	MEAT CUTTER	43.5	777- 938	1	43.9	792-0956	1723-2079	24,952
7351	HEAD MEAT CUTTER	45.5	854-1032	1	45.9	870-1052	1892-2288	27,457

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 1094

2624 DIETITIAN

1982-83 SALARY SCHEDULE 43.5 — APPROX $1690 - $1865 - $2040 MO. / 9.71 - 10.72 - 11.72 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS: LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	13	9.71	10.72	11.72		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23	55.23	10-15-20-20
STATE OF CALIFORNIA	2	8.26	9.09	9.91	18	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00	168.00	10-15-19-50
U.S. GOVERNMENT	21	9.70	11.16	12.61	234	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00	60.00	13-18-26-26
ALAMEDA COUNTY	5	10.20	10.70	11.20	54	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42	137.14	10-15-20-20
CONTRA COSTA COUNTY	3	9.12	10.11	11.09	30	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97	122.73	10-15-20-35
SAN MATEO COUNTY	3	10.06	11.32	12.58	34	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04	126.51	13-16-21-24
SANTA CLARA COUNTY	9	10.60	11.70	12.80	105	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00	123.00	10-16-20-22
U.C.MEDICAL CENTER S.F.	9	9.86	10.87	11.87	98	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00	168.00	15-15-21-24
U.C. BERKELEY	2	9.00	9.91	10.82	20	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68	150.28	15-15-21-24
TOTALS ... 8	54	.....			593											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.98 HR. 1911 MO.

RATE RANGE 9.88 TO 12.08 HR. 1719 TO 2102 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2624 DIETITIAN *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*2624	DIETITIAN..... Z	43.5	777- 938	13	44.1	800-0966	1740-2101	25,213
2626	CHIEF DIETITIAN..... Z	46.0	874-1057	2	46.6	899-1088	1955-2366	28,397
2636	SCHOOL LUNCHROOM AREA SUPERVISOR..... Z	47.0	916-1109	5	47.6	943-1141	2051-2482	29,780
2637	FOOD SERVICE ASSISTANT SUPERVISOR..... Z	50.0	1057-1279	1	50.6	1088-1316	2366-2862	34,348
2638	DIRECTOR OF FOOD SERVICES, SFUSD..... Z	54.2	1291-1565	1	54.8	1329-1611	2891-3504	42,047
2846	NUTRITIONIST..... Z	44.5	814- 984	3	45.1	838-1013	1823-2203	26,439

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 25

2708 CUSTODIAN

1982-83 SALARY SCHEDULE 35.6 APPROX $1166 - $1287 - $1407 MO.
6.70 - 7.40 - 8.09 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	431	6.70	7.40	8.09		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
PRIVATE BAY AREA	9047	6.47	7.67	9.65	69,390										
STATE OF CALIFORNIA	297	5.63	6.06	6.49	1,800	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
U.S. GOVERNMENT	150	7.13	7.73	8.32	1,160	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
U.S. GOVERNMENT	303	7.56	8.19	8.82	2,482	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	99	7.20	7.88	8.55	780	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	52	7.19	7.56	7.93	393	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
MARIN COUNTY	12	6.69	7.01	7.32	84	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00	10-15-20-30
SAN MATEO COUNTY	82	6.41	7.21	8.01	591	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	145	6.45	7.10	7.75	1,030	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
CITY OF BERKELEY	5	7.93	8.18	8.43	41	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00	10-15-20-25
CITY OF CONCORD	6	7.60	8.42	9.24	51	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-128.00	10-15-20-20
CITY OF DALY CITY	6	7.68	8.51	9.34	51	40.0	12	YES	NO	12	YES	NO	7.0%	$ 55.17-128.00	10-15-20-25
CITY OF OAKLAND	51	7.50	7.90	8.30	403	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13	10-15-18-25
CITY OF SAN JOSE	64	6.99	7.75	8.51	496	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99	10-15-21-21
CITY OF SAN MATEO	8	7.59	8.11	8.63	65	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56- 95.56	10-15-20-60
CITY OF SANTA CLARA	3	7.79	8.65	9.51	26	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-101.72	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	11	9.29	9.29	9.29	102	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.49	10-15-20-25
OAKLAND CITY SCHOOL DIST.	106	6.67	7.03	7.38	745	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-143.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	223	6.45	7.01	7.57	1,563	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00	15-15-21-24
U.C. BERKELEY	38	6.22	6.73	7.24	256	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24

TOTALS ... 19	10697	.....	81,407
FLAT RATE TOTALS	11	.....	102
COMBINED TOTAL	10708		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 7.61 HR. 1324 MO. *
* RATE RANGE 6.85 TO 8.37 HR. 1192 TO 1456 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 9.27 TO 9.27 HR. 1613 TO 1613 MO. *

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1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2708 CUSTODIAN *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
C101	DRESSING ROOM ATTENDANT	4.83 HR		0	5.00 HR			
2706	HOUSEKEEPER	32.8	471- 567	3	33.5	487-0586	1059-1275	15,295
*2708	CUSTODIAN	35.6	536- 647	951	36.3	554-0668	1205-1453	17,435
2716	CUSTODIAL ASSISTANT SUPERVISOR	37.6	589- 710	49	38.3	608-0735	1322-1599	19,184
2718	CUSTODIAL SUPERVISOR I	39.6	647- 781	25	40.3	668-0807	1453-1755	21,063
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR	41.6	710- 858	4	42.3	735-0887	1599-1929	23,151
2720	JANITORIAL SERVICES SUPERVISOR	43.6	781- 943	3	44.3	807-0975	1755-2121	25,448
2727	SCHOOL CUSTODIAN SUPERVISOR I	39.6	647- 781	17	40.3	668-0807	1453-1755	21,063
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I	41.9	721- 870	12	42.6	745-0899	1620-1955	23,464
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II	44.4	810- 979	1	45.1	838-1013	1823-2203	26,439
2736	PORTER	35.6	536- 647	218	36.3	554-0668	1205-1453	17,435
2738	PORTER ASSISTANT SUPERVISOR	37.6	589- 710	7	38.3	608-0735	1322-1599	19,184
2740	PORTER SUPERVISOR I	39.6	647- 781	12	40.3	668-0807	1453-1755	21,063
2742	GENERAL SERVICES SUPERVISOR	40.7	681- 822	1	41.4	704-0850	1531-1849	22,185
2785	ASSISTANT GENERAL SERVICES MANAGER	45.6	858-1037	3	46.3	887-1073	1929-2334	28,005
2786	GENERAL SERVICES MANAGER	50.2	1067-1291	3	50.9	1104-1336	2401-2906	34,870
7392	WINDOW CLEANER	42.0	724- 874	1	42.7	748-0903	1627-1964	23,568
7450	SHADE AND DRAPERY WORKER	40.0	658- 796	6	40.7	681-0822	1481-1788	21,454
7451	SENIOR SHADE AND DRAPERY WORKER	42.0	724- 874	1	42.7	748-0903	1627-1964	23,568
7452	SHADE WORKER	39.4	641- 773	0	40.1	661-0800	1438-1740	20,880
7520	INCINERATOR OPERATOR	32.9	473- 570	0	33.6	489-0589	1064-1281	15,373
7524	INSTITUTION UTILITY WORKER	35.8	541- 652	5	36.5	560-0674	1218-1466	17,591
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR	44.9	830-1003	1	45.6	858-1037	1866-2255	27,066

NUMBER OF CLASSES THIS BENCHMARK..... 23
NUMBER OF POSITIONS THIS BENCHMARK..... 1323

2760 LAUNDRY WORKER

1982-83 SALARY SCHEDULE 34.1 — APPROX $1088 - $1199 - $1309 MO.
6.25 - 6.89 - 7.52 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	50	6.25	6.89	7.52		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
STATE OF CALIFORNIA	13	5.52	5.95	6.38	77	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
U.S. GOVERNMENT	12	7.13	7.73	8.32	93	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
ALAMEDA COUNTY	22	6.72	7.35	7.97	162	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14		10-15-20-20
SANTA CLARA COUNTY	22	6.45	7.10	7.75	156	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
U.C.MEDICAL CENTER S.F.	12	6.82	7.11	7.40	85	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
U.C.MEDICAL CENTER S.F.	25	7.09	7.41	7.73	185	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
TOTALS ... 5	106	.....			758											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 7.15 HR. 1244 MO.
RATE RANGE 6.44 TO 7.87 HR. 1121 TO 1369 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 2760 LAUNDRY WORKER *
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CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*2760	LAUNDRY WORKER	34.1	500- 602	50	34.8	517-0622	1124-1353	16,234
2770	SENIOR LAUNDRY WORKER	35.1	524- 631	21	35.8	541-0652	1177-1418	17,017
2772	SEWING TECHNICIAN	33.6	489- 589	6	34.3	505-0608	1098-1322	15,869
2774	SENIOR SEWING TECHNICIAN	36.6	562- 677	2	37.3	580-0701	1262-1525	18,296
2780	LAUNDRY WORKER SUPERVISOR	38.6	617- 745	4	39.3	638-0769	1388-1673	20,071
2782	LAUNDRY SUPERINTENDENT	44.3	807- 975	3	45.0	834-1008	1814-2192	26,309

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 86

2903 ELIGIBILITY WORKER

1982-83 SALARY SCHEDULE 37.8 — APPROX $1292 - $1426 - $1559 MO.
7.43 - 8.20 - 8.96 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	208	7.43	8.20	8.97		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
ALAMEDA COUNTY	629	8.18	8.94	9.70	5,623	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-	137.14	10-15-20-20
CONTRA COSTA COUNTY	120	7.36	8.16	8.95	979	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-	122.73	10-15-20-35
MARIN COUNTY	52	6.02	6.61	7.20	344	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-	156.00	10-15-20-30
SAN MATEO COUNTY	69	7.09	7.98	8.87	551	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-	126.51	13-16-21-24
SANTA CLARA COUNTY	336	7.48	8.25	9.02	2,772	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
TOTALS ... 5	1206	.....			10,269											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.51 HR. 1481 MO.
RATE RANGE 7.66 TO 9.36 HR. 1333 TO 1629 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2903 ELIGIBILITY WORKER *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1487	FINANCIAL AIDS ASSISTANT.....	39.7	650- 785	9	40.6	677-0818	1472-1779	21,350
*2903	ELIGIBILITY WORKER.....	37.8*	594- 717	208	38.7*	620-0748	1349-1627	19,523
2905	SENIOR ELIGIBILITY WORKER.....	39.8	652- 788	227	40.7	681-0822	1481-1788	21,454
2907	ELIGIBILITY WORKER SUPERVISOR.....	42.6*	745- 899	59	43.5*	777-0938	1690-2040	24,482
2908	HOSPITAL ELIGIBILITY WORKER.....	40.6	677- 818	40	41.5	707-0854	1538-1857	22,289
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....	46.3	887-1073	6	47.2	925-1120	2012-2436	29,232
2911	ELIGIBILITY APPEALS SPECIALIST..... Z	42.6	745- 899	10	43.5	777-0938	1690-2040	24,482
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR.... Z	47.3	929-1125	10	48.2	970-1174	2110-2553	30,641

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 569

2910 SOCIAL WORKER

1982-83 SALARY SCHEDULE 42.4 — APPROX $1605 - $1772 - $1938 MO.
9.22 - 10.18 - 11.14 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	99	9.22	10.18	11.14		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
ALAMEDA COUNTY	80	9.70	10.63	11.55	850	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	1	8.53	9.45	10.37	9	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
CONTRA COSTA COUNTY	45	9.63	10.67	11.70	480	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
SAN MATEO COUNTY	5	8.98	9.51	10.03	40	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SAN MATEO COUNTY	27	9.47	10.65	11.83	288	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	20	8.21	9.06	9.91	193	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
TOTALS ... 4	178	.....			1,856										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.43 HR. 1815 MO.
RATE RANGE 9.39 TO 11.47 HR. 1634 TO 1996 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2910 SOCIAL WORKER *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2566	REHABILITATION COUNSELOR	Z	45.7	862-1042	6	46.3	887-1073	1929-2334	28,005
2844	CRIPPLED CHILDREN'S SERVICES SUPERVISOR.	Z	46.8	908-1099	0	47.4	934-1131	2031-2460	29,519
2904	SOCIAL SERVICE TECHNICIAN		37.7	591- 714	1	38.3	608-0735	1322-1599	19,184
2906	SOCIAL WORKER TRAINEE	Z		706- 706	0		727- 727		
*2910	SOCIAL WORKER	Z	42.4	738- 891	99	43.0	758-0916	1649-1992	23,908
2912	SENIOR SOCIAL WORKER	Z	43.9	792- 956	43	44.5	814-0984	1770-2140	25,682
2914	SOCIAL WORK SUPERVISOR	Z	46.9	912-1104	18	47.5	938-1136	2040-2471	29,650
2920	MEDICAL SOCIAL WORKER	Z	47.4	934-1131	33	48.0	961-1163	2090-2530	30,354
2922	SENIOR MEDICAL SOCIAL WORKER	Z	49.4	1027-1243	4	50.0	1057-1279	2299-2782	33,382
2924	MEDICAL SOCIAL WORK SUPERVISOR	Z	50.6	1088-1316	3	51.2	1120-1355	2436-2947	35,366
2925	CHIEF, MEDICAL SOCIAL SERVICES	Z	52.6	1197-1450	1	53.2	1232-1491	2680-3243	38,915
2930	PSYCHIATRIC SOCIAL WORKER	Z	47.4	934-1131	46	48.0	961-1163	2090-2530	30,354
2932	SENIOR PSYCHIATRIC SOCIAL WORKER	Z	49.4	1027-1243	19	50.0	1057-1279	2299-2782	33,382
2934	CHIEF PSYCHIATRIC SOCIAL WORKER	Z	52.4	1185-1436	0	53.0	1220-1477	2654-3212	38,550
2940	CHILD WELFARE WORKER	Z	47.4	934-1131	65	48.0	961-1163	2090-2530	30,354
2942	SENIOR CHILD WELFARE WORKER	Z	49.4	1027-1243	11	50.0	1057-1279	2299-2782	33,382
2944	CHILD WELFARE SUPERVISOR	Z	50.9	1104-1336	12	51.5	1136-1375	2471-2991	35,888
2948	SENIOR SOCIAL SERVICE SUPERVISOR	Z	51.9	1158-1401	21	52.5	1191-1443	2590-3139	37,662
2950	SOCIAL SERVICE DIVISION SUPERVISOR	Z	53.4	1243-1506	9	54.0	1279-1550	2782-3371	40,455
2951	COMMUNITY SERVICES COORDINATOR	Z	52.9	1214-1470	1	53.5	1249-1513	2717-3291	39,489
2952	VOCATIONAL SERVICE COUNSELOR	Z	44.4	810- 979	2	45.0	834-1008	1814-2192	26,309
2958	DIR, VOCATIONAL DEVELOPMT AND TRAINING	Z	51.9	1158-1401	1	52.5	1191-1443	2590-3139	37,662
2969	ASST DIRECTOR, SOC SERVICES PROGRAMS	Z	54.9	1336-1618	8	55.5	1375-1666	2991-3624	43,483
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS	Z	57.1	1484-1800	1	57.7	1528-1853	3323-4030	48,363
2987	COMMUNITY REP, OFFICE OF THE AGING		4.10 HR		0		4.22 HR		
2994	HOMEMAKER		34.6	512- 617	15	35.2	526-0634	1144-1379	16,547
9971	COMMUNITY WORKER		37.7	591- 714	6	38.3	608-0735	1322-1599	19,184

NUMBER OF CLASSES THIS BENCHMARK..... 27
NUMBER OF POSITIONS THIS BENCHMARK..... 425

3284 RECREATION DIRECTOR

1982-83 SALARY SCHEDULE 41.0 APPROX $1503 - $1659 - $1814 MO.
8.64 - 9.53 - 10.43 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	72	8.64	9.54	10.43		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
CITY OF FREMONT	2	8.60	9.49	10.37	19	40.0	11	YES	NO	12	YES	NO	9.4%	$ 43.80-126.00	12-15-21-21
CITY OF OAKLAND	8	9.48	9.99	10.50	80	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13	10-15-18-25
* * * BAY AREA DATA INSUFFICIENT * * *															
LOS ANGELES COUNTY	3	9.66	10.40	11.14	31	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-106.51	10-15-20-20
CITY OF LOS ANGELES	63	8.99	10.08	11.17	635	40.0	11.5	YES	NO	12	YES	NO	16.0%	$ 60.72-151.00	10-15-18-20
CITY OF SAN DIEGO	17	7.86	8.67	9.47	147	40.0	9	YES	YES	*	NO	NO	**. %	$ 54.34- * .	* -* -* -*
TOTALS ... 5	93	.....			912										

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1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 APPROX. MO. SALARY	1983-84 APPROX. MAX. ANNUAL EQUIV.
I 53.1	VENDOR HELPER		4.02 HR		0		4.16 HR		
R 54	ATHLETIC ATTENDANT		4.02 HR		0		4.16 HR		
R101	CAMP ASSISTANT			321- 321	0		332- 332		
R102	CAMP MANAGER			744- 744	0		770- 770		
H108	RIDES ATTENDANT HELPER		4.02 HR		0		4.16 HR		
Y 6	ORGANIST		97.00 DA		1		100.00 DA		
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO	Z	37.5	586- 707	3	38.2	605-0731	1316-1590	19,079
1927	TECH INSTRUCT ASST, PHYSICAL EDUCATION..		36.7	565- 681	1	37.4	583-0704	1268-1531	18,374
3115	EXEC ASST TO GEN MANAGER, REC AND PARK..	Z	54.2	1291-1565	1	54.9	1336-1618	2906-3519	42,230
3202	LOCKER ROOM ATTENDANT		26.7	357- 428	0	27.4	368-0442	800- 961	11,536
3204	SWIMMING POOL CASHIER - CLERK		35.2	526- 634	6	35.9	544-0655	1183-1425	17,096
3206	BEACH LIFEGUARD		40.5	674- 814	1	41.2	697-0842	1516-1831	21,976
3208	POOL LIFEGUARD		35.4	531- 641	7	36.1	549-0661	1194-1438	17,252
3212	SWIMMING INSTRUCTOR		39.2	634- 766	0	39.9	655-0792	1425-1723	20,671
3214	SENIOR SWIMMING INSTRUCTOR		43.0	758- 916	8	43.7	785-0947	1707-2060	24,717
3216	ASSISTANT AQUATICS SUPERVISOR		44.9	830-1003	1	45.6	858-1037	1866-2255	27,066
3226	GOLF COURSE STARTER		37.2	578- 697	6	37.9	596-0721	1296-1568	18,818
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS...	Z	48.2	970-1174	1	48.9	1003-1214	2182-2640	31,685
3230	GOLF DIRECTOR	Z	52.9	1214-1470	1	53.6	1255-1520	2730-3306	39,672
3232	MARINA ASSISTANT MANAGER		40.2	664- 803	4	40.9	688-0830	1496-1805	21,663
3234	MARINA MANAGER		45.2	842-1018	1	45.9	870-1052	1892-2288	27,457
3238	DANCE INSTRUCTOR	Z	41.0	691- 834	7	41.7	714-0862	1553-1875	22,498
3240	DRAMA INSTRUCTOR	Z	41.0	691- 834	0	41.7	714-0862	1553-1875	22,498
3248	PIANIST	Z	44.8	826- 998	1	45.5	854-1032	1857-2245	26,935
3250	ORCHESTRA INSTRUCTOR	Z	41.0	691- 834	1	41.7	714-0862	1553-1875	22,498
3256	PHOTOGRAPHY INSTRUCTOR	Z	41.0	691- 834	9	41.7	714-0862	1553-1875	22,498
3257	SENIOR PHOTOGRAPHY INSTRUCTOR	Z	43.0	758- 916	1	43.7	785-0947	1707-2060	24,717
3258	PHOTOGRAPHY DIRECTOR	Z	47.0	916-1109	1	47.7	947-1147	2060-2495	29,937
3260	CRAFTS INSTRUCTOR	Z	41.0	691- 834	0	41.7	714-0862	1553-1875	22,498
3262	CURATOR OF ARTS AND CRAFTS, JR MUSEUM...	Z	45.2	842-1018	1	45.9	870-1052	1892-2288	27,457
3280	ASST RECREATION DIRECTOR (PART TIME)....		5.98 HR		1		6.19 HR		
3281	SCHOOL RECREATION AIDE		5.98 HR		0		6.19 HR		
*3284	RECREATION DIRECTOR	Z	41.0	691- 834	72	41.7	714-0862	1553-1875	22,498
3285	JUNIOR MUSEUM DIRECTOR	Z	47.0	916-1109	1	47.7	947-1147	2060-2495	29,937
3287	ASSISTANT RECREATION SUPERVISOR	Z	45.2	842-1018	18	45.9	870-1052	1892-2288	27,457
3289	RECREATION SUPERVISOR	Z	47.0	916-1109	7	47.7	947-1147	2060-2495	29,937
3291	PRINCIPAL RECREATION SUPERVISOR	Z	50.0	1057-1279	9	50.7	1093-1323	2377-2878	34,530

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
3292	ASSISTANT SUPERINTENDENT, RECREATION.... Z	53.0	1220-1477	3	53.7	1261-1528	2743-3323	39,881
3302	VENDOR.....	31.2	438- 526	7	31.9	451-0544	981-1183	14,198
3306	RIDES ATTENDANT.....	31.2	438- 526	2	31.9	451-0544	981-1183	14,198
3536	TECH INSTRUCT ASST, PERFORMING ARTS..... Z	38.8	622- 752	2	39.5	644-0777	1401-1690	20,280
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR..	42.7	748- 903	3	43.4	773-0934	1681-2031	24,377
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM... Z	45.2	842-1018	2	45.9	870-1052	1892-2288	27,457
7359	PIANO TUNER.....	10.72 HR		1		11.10 HR		

NUMBER OF CLASSES THIS BENCHMARK..... 44
NUMBER OF POSITIONS THIS BENCHMARK..... 191

3450 AGRICULTURAL INSPECTOR

1982-83 SALARY SCHEDULE 43.2 — APPROX $1666 - $1839 - $2012 MO.
9.57 - 10.57 - 11.56 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	3	9.57	10.57	11.56		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
ALAMEDA COUNTY	0	9.79	10.78	11.76	0	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	2	9.01	9.98	10.94	20	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
CONTRA COSTA COUNTY	5	10.18	11.28	12.37	56	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
SAN MATEO COUNTY	7	9.49	10.68	11.87	75	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SAN MATEO COUNTY	2	8.49	9.55	10.61	19	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	0	8.86	9.78	10.70	0	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
TOTALS ... 4	16	.....			170										

MEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN — 10.63 HR. — 1850 MO.
RATE RANGE 9.57 TO 11.69 HR. — 1665 TO 2034 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3450 AGRICULTURAL INSPECTOR *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*3450	AGRICULTURAL INSPECTOR.....	43.2	766- 925	3	43.4	773-0934	1681-2031	24,377
6220	INSPECTOR OF WEIGHTS AND MEASURES.....	43.2	766- 925	3	43.4	773-0934	1681-2031	24,377

NUMBER OF CLASSES THIS BENCHMARK..... 2
NUMBER OF POSITIONS THIS BENCHMARK..... 6

3542 CURATOR II

1982-83 SALARY SCHEDULE 43.9

APPROX $1723 - $1901 - $2079 MO.
9.90 - 10.93 - 11.95 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	2	9.90	10.93	11.95		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
CITY OF OAKLAND	6	10.99	11.57	12.14	69	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-	136.13	10-15-18-25
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	2	10.78	12.11	13.44	24	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-	106.51	10-15-20-20
TOTALS ... 2	8	.....			93											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.63 HR. 2024 MO.
RATE RANGE 10.47 TO 12.79 HR. 1822 TO 2225 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3542 CURATOR II *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 APPROX. MO. SALARY	1983-84 APPROX. MAX. ANNUAL EQUIV.
Y 14	CURATORIAL ASSISTANT	4.86 HR		0	5.20 HR			
3502	MUSEUM EXHIBIT PACKER AND REPAIRER	38.4	611- 738	1	39.8	652-0788	1418-1714	20,567
3520	MUSEUM PREPARATOR	37.3	580- 701	1	38.7	620-0748	1349-1627	19,523
3522	SENIOR MUSEUM PREPARATOR	39.1	631- 762	1	40.5	674-0814	1466-1770	21,245
3524	PRINCIPAL MUSEUM PREPARATOR	42.6	745- 899	0	44.0	796-0961	1731-2090	25,082
3525	CHIEF MUSEUM PREPARATOR	44.6	818- 989	0	46.0	874-1057	1901-2299	27,588
3526	MUSEUM CONSERVATOR ASSISTANT	38.1	602- 728	0	39.5	644-0777	1401-1690	20,280
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)	41.9	721- 870	1	43.3	769-0929	1673-2021	24,247
3528	MUSEUM CONSERVATOR	49.4	1027-1243	3	50.8	1099-1329	2390-2891	34,687
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS) Z	49.4	1027-1243	1	50.8	1099-1329	2390-2891	34,687
3540	CURATORIAL AIDE	32.6	467- 562	0	34.0	498-0599	1083-1303	15,634
3541	CURATOR I Z	38.9	625- 755	2	40.3	668-0807	1453-1755	21,063
*3542	CURATOR II Z	43.9	792- 956	2	45.3	846-1022	1840-2223	26,674
3544	CURATOR III Z	45.9	870-1052	1	47.3	929-1125	2021-2447	29,363
3546	CURATOR IV Z	48.9	1003-1214	4	50.3	1073-1298	2334-2823	33,878
3547	CURATOR V Z	51.9	1158-1401	2	53.3	1237-1499	2690-3260	39,124
3550	MUSEUM EXHIBITION DESIGNER Z	46.6	899-1088	1	48.0	961-1163	2090-2530	30,354
3556	MUSEUM REGISTRAR	40.9	688- 830	3	42.3	735-0887	1599-1929	23,151
9912	PUBLIC SERVICE AIDE-TECHNICAL		407- 407	0		435- 435		

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 23

3593 INSTRUCTIONAL AIDE I

1982-83 SALARY SCHEDULE 28.7 — APPROX $850 - $935 - $1020 MO. / 4.89 - 5.37 - 5.86 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
	*					*									
CITY & COUNTY SAN FRANCISCO	495	4.89	5.38	5.86		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
OAKLAND CITY SCHOOL DIST.	682	4.85	5.95	7.05	4,058	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-143.00	10-15-25-25
SANTA CLARA UNIF. SCH. DIST.	250	5.20	5.89	6.57	1,473	37.5	14	YES	NO	10	YES	YES	12.0%	$119.75-119.75	12-16-22-22
* * * BAY AREA DATA INSUFFICIENT * * *															
L.A. CITY SCHOOL DISTRICT	3448	4.84	5.43	6.01	18,723	40.0	1111	YES	NO	13	YES	YES	13.8%	$119.50-119.50	10-15-20-20
SAN DIEGO CITY SCHOOL DIST.	626	4.50	4.99	5.47	3,124	40.0	13	YES	NO	12	YES	YES	13.1%	$ 80.33- 80.33	10-15-20-20
SACRAMENTO UNIF. SCH. DIST.	65	4.74	5.20	5.66	338										
TOTALS ... 5	5071		.....		27,716										

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN — 5.47 HR. — 952 MO.
RATE RANGE 4.92 TO 6.02 HR. — 856 TO 1047 MO.

* The number of positions shown are full-time equivalents.

* The 40-hour work week indicated is for full-time employees only.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3593 INSTRUCTIONAL AIDE I *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 APPROX. MO. SALARY	1983-84 APPROX. MAX. ANNUAL EQUIV.
2410	SCHOOL LABORATORY ATTENDANT.....	4.02 HR		5		4.12 HR		
3590	TECH INSTRUCT ASST, ENGLISH READER..... Z	5.56 HR		0		5.70 HR		
3591	COLLEGE AIDE.....	4.02 HR		0		4.12 HR		
3592	CITY COLLEGE READER..... Z	5.56 HR		0		5.70 HR		
#3593	INSTRUCTIONAL AIDE I.....	28.7	391- 469	495	29.2	400-0480	870-1044	12,528
3594	INSTRUCTIONAL AIDE II.....	33.2	480- 578	169	33.7	491-0591	1068-1285	15,425
3595	SCHOOL AIDE I.....	4.77 HR		0		4.89 HR		
3596	SCHOOL SECURITY AIDE.....	33.2	480- 578	10	33.7	491-0591	1068-1285	15,425
3597	SCHOOL AIDE II.....	27.9	377- 451	0	28.4	386-0463	840-1007	12,084
3598	SCHOOL AIDE III.....	32.3	460- 554	0	32.8	471-0567	1024-1233	14,799
3599	TECH INSTRUCT ASST, GUIDANCE AIDE.....	33.0	475- 572	1	33.5	487-0586	1059-1275	15,295
9914	PUBLIC SERVICE AIDE-ADMINISTRATION.....		482- 482	1		494- 494		
9976	COMMUNITY RELATIONS SPECIALIST SFUSD.... Z	38.0	599- 724	1	38.5	614-0742	1335-1614	19,366

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 682

3630 LIBRARIAN I

1982-83 SALARY SCHEDULE 42.8

APPROX $1636 - $1806 - $1975 MO.
9.40 - 10.38 - 11.35 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	74	9.40	10.38	11.35		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
STATE OF CALIFORNIA	4	9.68	10.67	11.66	43	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
ALAMEDA COUNTY	0	10.00	10.74	11.48	0	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
ALAMEDA COUNTY	34	11.16	12.00	12.83	408	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	4	10.11	11.20	12.29	45	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
MARIN COUNTY	2	9.21	10.14	11.06	20	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00	10-15-20-30
SAN MATEO COUNTY	16	8.26	9.29	10.32	149	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	20	9.96	11.00	12.03	220	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
SANTA CLARA COUNTY	3	9.07	10.01	10.95	30	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
CITY OF BERKELEY	6	9.60	10.27	10.94	62	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00	10-15-20-25
CITY OF BERKELEY	11	11.41	11.41	11.41	126	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00	10-15-20-25
CITY OF DALY CITY	1	9.11	10.09	11.07	10	40.0	12	YES	NO	12	YES	NO	7.0%	$ 55.17-128.00	10-15-20-25
CITY OF DALY CITY	2	9.63	10.68	11.72	21	40.0	12	YES	NO	12	YES	NO	7.0%	$ 55.17-128.00	10-15-20-25
CITY OF HAYWARD	4	8.97	9.92	10.87	40	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-146.61	10-15-20-20
CITY OF OAKLAND	22	10.50	11.06	11.62	243	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13	10-15-18-25
CITY OF SAN JOSE	0	10.39	11.51	12.62	0	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99	10-15-21-21
CITY OF SAN JOSE	30	11.28	12.50	13.71	375	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99	10-15-21-21
CITY OF SAN MATEO	0	9.32	10.16	11.00	0	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56- 95.56	10-15-20-60
CITY OF SAN MATEO	4	10.24	11.20	12.16	45	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56- 95.56	10-15-20-60
CITY OF SANTA CLARA	3	11.66	12.91	14.16	39	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-101.72	10-15-21-21
CITY OF SANTA CLARA	7	10.08	11.15	12.22	78	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-101.72	10-15-21-21
CITY OF SUNNYVALE	5	9.98	11.06	12.14	55	40.0	12	YES	YES		YES	NO	14.9%	$129.20-129.20	11-16-21-30
U.C. BERKELEY	10	8.34	9.51	10.67	95	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
TOTALS ... 15	177	.....			1,978										
FLAT RATE TOTALS	11	.....			126										
COMBINED TOTAL	188														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.18 HR. 1945 MO. *
* RATE RANGE 10.06 TO 12.30 HR. 1750 TO 2140 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 11.45 TO 11.45 HR. 1992 TO 1992 MO. *

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1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3630 LIBRARIAN I *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
3538	TECH INSTRUCT ASST, LANGUAGE LAB.....	Z	38.4	611- 738	2	40.0	658-0796	1431-1731	20,776
3602	LIBRARY PAGE.....		31.0	434- 521	7	32.6	467-0562	1016-1222	14,668
3610	LIBRARY ASSISTANT.....		35.5	534- 644	1	37.1	575-0694	1251-1509	18,113
3616	LIBRARY TECHNICAL ASSISTANT I.....		39.0	628- 758	87	40.6	677-0818	1472-1779	21,350
3618	LIBRARY TECHNICAL ASSISTANT II.....		41.0	691- 834	18	42.6	745-0899	1620-1955	23,466
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY..		41.8	717- 866	1	43.4	773-0934	1681-2031	24,377
*3630	LIBRARIAN I.....	Z	42.8	752- 908	60	44.4	810-0979	1762-2129	25,552
3631	LIBRARIAN II FINE ARTS.....	Z	46.3	887-1073	1	47.9	956-1158	2079-2519	30,224
3632	LIBRARIAN II.....	Z	46.3	887-1073	46	47.9	956-1158	2079-2519	30,224
3633	LIBRARIAN II ASIAN ART.....	Z	46.3	887-1073	1	47.9	956-1158	2079-2519	30,224
3634	LIBRARIAN III.....	Z	48.8	998-1208	22	50.4	1078-1304	2345-2836	34,034
3638	CHIEF LIBRARIAN.....	Z	53.5	1249-1513	3	55.1	1349-1634	2934-3554	42,647
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	51.5	1136-1375	1	53.1	1226-1484	2667-3228	38,732
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	Z	51.5	1136-1375	1	53.1	1226-1484	2667-3228	38,732
3644	CITY ARCHIVIST.....	Z	46.8	908-1099	0	48.4	979-1185	2129-2577	30,929
3658	MEDICAL LIBRARIAN.....	Z	48.8	998-1208	1	50.4	1078-1304	2345-2836	34,034
7416	BOOK REPAIRER.....		35.4	531- 641	3	37.0	572-0691	1244-1503	18,035
7418	SENIOR BOOK REPAIRER.....		40.9	688- 830	1	42.5	742-0895	1614-1947	23,360

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 256

4261 REAL PROPERTY APPRAISER

1982-83 SALARY SCHEDULE 46.0

APPROX $1901 - $2100 - $2299 MO.
10.93 - 12.07 - 13.21 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	14	10.92	12.07	13.21		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
STATE OF CALIFORNIA	0	9.91	10.91	11.91	0	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
ALAMEDA COUNTY	36	11.63	12.78	13.92	460	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	14	10.62	11.77	12.91	165	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
CONTRA COSTA COUNTY	24	11.89	13.17	14.45	316	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
MARIN COUNTY	7	10.81	11.92	13.03	83	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00	10-15-20-30
SAN MATEO COUNTY	18	10.57	11.89	13.21	214	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	51	11.43	12.62	13.81	644	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
TOTALS ... 6	150	.....			1,882										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.55 HR. 2184 MO.
RATE RANGE 11.30 TO 13.81 HR. 1966 TO 2403 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 4261 REAL PROPERTY APPRAISER *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
3406	LAND USE AIDE	Z	43.1	762- 920	1	44.0	796-0961	1731-2090	25,082
3484	AGRICULTURAL DIVISION LAND AGENT	Z	44.5	814- 984	1	45.4	850-1027	1849-2234	26,805
4110	RENTAL PROPERTY SUPERVISOR	Z	52.9	1214-1470	1	53.8	1267-1535	2756-3339	40,064
4130	CONVENTION FACILITIES ASSISTANT MANAGER.	Z	50.5	1083-1310	1	51.4	1131-1368	2460-2975	35,705
4132	CONVENTION FACILITIES MANAGER	Z	56.2	1421-1723	1	57.1	1484-1800	3228-3915	46,980
4140	RIGHT-OF-WAY AGENT	Z	52.4	1185-1436	10	53.3	1237-1499	2690-3260	39,124
4142	SENIOR RIGHT-OF-WAY AGENT	Z	55.4	1368-1658	3	56.3	1429-1731	3108-3765	45,179
4143	PRINCIPAL RIGHT-OF-WAY-AGENT	Z	56.9	1470-1782	3	57.8	1535-1862	3339-4050	48,598
4160	REAL PROPERTY LOAN OFFICER	Z	52.4	1185-1436	6	53.3	1237-1499	2690-3260	39,124
4210	ASST CHIEF TECHNICAL AND ASSESMENT SERV.	Z	49.0	1008-1220	1	49.9	1052-1273	2288-2769	33,225
4212	CHIEF, TECHNICAL AND ASSESMENT SERVICES.	Z	53.0	1220-1477	1	53.9	1273-1543	2769-3356	40,272
4250	MARINE APPRAISER	Z	47.4	934-1131	1	48.3	975-1180	2121-2567	30,798
4252	SENIOR MARINE APPRAISER	Z	53.4	1243-1506	1	54.3	1298-1573	2823-3421	41,055
4256	REAL ESTATE ANALYST	Z	55.6	1381-1674	1	56.5	1443-1748	3139-3802	45,623
4260	REAL PROPERTY APPRAISER TRAINEE			705- 705	1		737- 737		
*4261	REAL PROPERTY APPRAISER	Z	46.0	874-1057	17	46.9	912-1104	1984-2401	28,814
4265	SENIOR REAL PROPERTY APPRAISER	Z	49.4	1027-1243	15	50.3	1073-1298	2334-2823	33,878
4267	PRINCIPAL REAL PROPERTY APPRAISER	Z	53.4	1243-1506	4	54.3	1298-1573	2823-3421	41,055
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.	Z	55.4	1368-1658	1	56.3	1429-1731	3108-3765	45,179
4269	CHIEF APPRAISER	Z	57.6	1520-1844	1	58.5	1588-1927	3454-4191	50,295
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	53.4	1243-1506	1	54.3	1298-1573	2823-3421	41,055
5365	STREET ASSESSMENT COORDINATOR		49.0	1008-1220	1	49.9	1052-1273	2288-2769	33,225
9206	AIRPORT PROPERTY SPECIALIST I		52.4	1185-1436	2	53.3	1237-1499	2690-3260	39,124
9207	AIRPORT PROPERTY SPECIALIST II		55.4	1368-1658	2	56.3	1429-1731	3108-3765	45,179
9395	ASST RENTAL MANAGER, PORT OF SF		45.5	854-1032	0	46.4	891-1078	1938-2345	28,136
9396	COMMERCIAL PROPERTY MANAGER	Z	56.2	1421-1723	1	57.1	1484-1800	3228-3915	46,980

NUMBER OF CLASSES THIS BENCHMARK..... 26
NUMBER OF POSITIONS THIS BENCHMARK..... 78

5204 ASSISTANT CIVIL ENGINEER

1982-83 SALARY SCHEDULE 47.9 APPROX $2079 - $2299 - $2519 MO.
11.95 - 13.21 - 14.48 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	71	11.95	13.22	14.48		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
PRIVATE BAY AREA	3161	12.60	13.43	15.03	42,452										
STATE OF CALIFORNIA	0	10.62	11.71	12.79	0	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
U.S. GOVERNMENT	18	9.70	11.16	12.61	201	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
U.S. GOVERNMENT	55	11.74	13.50	15.26	743	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	30	12.40	13.38	14.36	401	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	31	11.47	14.68	17.88	455	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
MARIN COUNTY	8	11.90	13.12	14.34	105	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00	10-15-20-30
SAN MATEO COUNTY	10	11.42	12.85	14.28	231	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.06-126.51	13-16-21-24
SANTA CLARA COUNTY	14	11.70	12.97	14.23	182	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
CITY OF BERKELEY	1	12.34	13.62	14.89	14	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00	10-15-20-25
CITY OF CONCORD	8	13.58	15.04	16.50	120	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-128.00	10-15-20-20
CITY OF DALY CITY	1	12.49	13.84	15.18	14	40.0	12	YES	NO	12	YES	NO	7.0%	$ 55.17-128.00	10-15-20-25
CITY OF FREMONT	1	11.72	12.99	14.25	13	40.0	11	YES	NO	12	YES	NO	9.4%	$ 43.80-126.00	12-15-21-21
CITY OF HAYWARD	1	11.17	12.37	13.57	12	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-146.61	10-15-20-20
CITY OF OAKLAND	12	17.06	17.94	18.81	215	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13	10-15-18-25
CITY OF SAN JOSE	18	12.14	13.45	14.75	242	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99	10-15-21-21
CITY OF SAN MATEO	3	13.48	14.87	16.25	45	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56- 95.56	10-15-20-60
CITY OF SANTA CLARA	6	14.04	15.55	17.06	93	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-101.72	10-15-21-21
CITY OF SUNNYVALE	1	12.16	13.47	14.78	13	40.0	12	YES	YES		YES	NO	14.9%	$129.20-129.20	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	20	14.20	15.00	15.80	300	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.49	10-15-20-25
TOTALS ... 19	3407		.....		45,851										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.46 HR. 2342 MO.
RATE RANGE 12.11 TO 14.81 HR. 2107 TO 2577 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2480	SUPV OF LAB, WATER POLLUTION CONTROL....	Z	56.4	1436-1740	1	56.8	1463-1773	3182-3856	46,275
3535	RADIO ANNOUNCER - OPERATOR.....		38.0	599- 724	2	38.4	611 0738	1329-1605	19,262
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	51.3	1325-1362	4	51.7	1147-1388	2495-3019	36,227
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT...	Z	56.4	1436-1740	5	56.8	1463-1773	3182-3856	46,275
5133	ASSOC MGR,BUR OF WATER POLLUTION CONTROL	Z	57.9	1543-1871	2	58.3	1573-1909	3421-4152	49,825
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS....	Z	57.1	1484-1800	1	57.5	1513-1835	3291-3991	47,894
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	52.0	1163-1407	1	52.4	1185-1436	2577-3123	37,480
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	55.0	1342-1626	1	55.4	1368-1658	2975-3606	43,274
5156	DIVISION MANAGER, SUBURBAN OPERATIONS...	Z	58.5	1588-1927	1	58.9	1618-1965	3519-4274	51,287
5158	CITY DISTRIBUTION DIV, ASST MANAGER.....	Z	56.9	1470-1782	1	57.3	1499-1818	3260-3954	47,450
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	58.5	1588-1927	1	58.9	1618-1965	3519-4274	51,287
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	55.0	1342-1626	1	55.4	1368-1658	2975-3606	43,274
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	58.5	1588-1927	1	58.9	1618-1965	3519-4274	51,287
5174	ADMINISTRATIVE ENGINEER.....	Z	55.9	1403-1698	6	56.3	1429-1731	3108-3765	45,179
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	58.4	1580-1918	1	58.8	1611-1955	3504-4252	51,026
5177	SAFETY OFFICER.....	Z	49.7	1042-1261	2	50.1	1062-1285	2310-2795	33,539
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	58.5	1588-1927	1	58.9	1618-1965	3519-4274	51,287
5179	ASST SUPT, BUILDING INSPECTION ADM.....	Z	58.3	1573-1909	1	58.7	1603-1946	3487-4233	50,791
5181	CHIEF, BUREAU OF SANITARY ENGINEERING...	Z	62.8	1955-2377	1	63.2	1994-2424	4337-5272	63,266
5183	DEPUTY SUPT, BUILDING INSPECTION.....	Z	60.9	1782-2166	1	61.3	1818-2209	3954-4805	57,655
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	62.9	1965-2388	1	63.3	2004-2435	4359-5296	63,554
5202	JUNIOR CIVIL ENGINEER.....	Z	44.9	830-1003	22	45.3	846-1022	1840-2223	26,674
*5204	ASSISTANT CIVIL ENGINEER.....	Z	47.9	956-1158	78	48.3	975-1180	2121-2567	30,798
5205	ASSOCIATE MATERIALS ENGINEER.....	Z	51.4	1131-1368	3	51.8	1152-1394	2506-3032	36,383
5206	ASSOCIATE CIVIL ENGINEER.....	Z	51.4	1131-1368	69	51.8	1152-1394	2506-3032	36,383
5208	CIVIL ENGINEER.....	Z	54.4	1304-1580	44	54.8	1329-1611	2891-3504	42,047
5209	INDUSTRIAL ENGINEER.....	Z	51.4	1131-1368	3	51.8	1152-1394	2506-3032	36,383
5210	SENIOR CIVIL ENGINEER.....	Z	56.9	1470-1782	26	57.3	1499-1818	3260-3954	47,450
5212	PRINCIPAL CIVIL ENGINEER.....	Z	60.1	1714-2084	9	60.5	1748-2124	3802-4620	55,436
5214	BUILDING PLANS ENGINEER.....	Z	56.4	1436-1740	1	56.8	1463-1773	3182-3856	46,275
5215	FIRE PROTECTION ENGINEER.....	Z	54.4	1304-1580	3	54.8	1329-1611	2891-3504	42,047
5216	CHIEF SURVEYOR.....	Z	53.3	1237-1499	1	53.7	1261-1528	2743-3323	39,881
5217	BUILDING CODE ANALYST.....	Z	55.8	1394-1690	1	56.2	1421-1723	3091-3748	44,970
5218	STRUCTURAL ENGINEER.....	Z	56.4	1436-1740	2	56.8	1463-1773	3182-3856	46,275
5219	SENIOR STRUCTURAL ENGINEER.....	Z	57.9	1543-1871	1	58.3	1573-1909	3421-4152	49,825
5220	JUNIOR WATER PURIFICATION ENGINEER.....	Z	44.9	830-1003	1	45.3	846-1022	1840-2223	26,674
5222	ASSISTANT WATER PURIFICATION ENGINEER...	Z	47.9	956-1158	1	48.3	975-1180	2121-2567	30,798

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
5204	ASSOCIATE WATER PURIFICATION ENGINEER...		51.4	1131-1368	0	51.8	1152-1394	2506-3032	36,383
5208	ASSISTANT TRAFFIC ENGINEER.....	Z	47.9	956-1158	4	48.3	975-1180	2121-2567	30,798
5209	ASSOCIATE TRAFFIC ENGINEER.....	Z	51.4	1131-1368	6	51.8	1152-1394	2506-3032	36,383
5230	TRAFFIC ENGINEER.....	Z	54.4	1304-1580	3	54.8	1329-1611	2891-3504	42,047
5232	SENIOR TRAFFIC ENGINEER.....	Z	56.9	1470-1782	2	57.3	1499-1818	3260-3954	47,450
5233	PRINCIPAL TRAFFIC ENGINEER.....	Z	60.1	1714-2084	1	60.5	1748-2124	3802-4620	55,436
5234	JUNIOR ELECTRICAL ENGINEER.....	Z	44.9	830-1003	5	45.3	846-1022	1840-2223	26,674
5236	ASSISTANT ELECTRICAL ENGINEER.....	Z	47.9	956-1158	12	48.3	975-1180	2121-2567	30,798
5238	ASSOCIATE ELECTRICAL ENGINEER.....	Z	51.4	1131-1368	13	51.8	1152-1394	2506-3032	36,383
5240	ELECTRICAL ENGINEER.....	Z	54.4	1304-1580	11	54.8	1329-1611	2891-3504	42,047
5242	SENIOR ELECTRICAL ENGINEER.....	Z	56.9	1470-1782	5	57.3	1499-1818	3260-3954	47,450
5246	RADIO ENGINEER.....	Z	55.2	1355-1642	1	55.6	1381-1674	3004-3641	43,691
5247	ASSOCIATE SANITARY ENGINEER.....	Z	51.4	1131-1368	5	51.8	1152-1394	2506-3032	36,383
5248	SANITARY ENGINEER.....	Z	54.4	1304-1580	3	54.8	1329-1611	2891-3504	42,047
5249	SENIOR SANITARY ENGINEER.....	Z	56.9	1470-1782	3	57.3	1499-1818	3260-3954	47,450
5250	JUNIOR MECHANICAL ENGINEER.....	Z	44.9	830-1003	9	45.3	846-1022	1840-2223	26,674
5252	ASSISTANT MECHANICAL ENGINEER.....	Z	47.9	956-1158	15	48.3	975-1180	2121-2567	30,798
5254	ASSOCIATE MECHANICAL ENGINEER.....	Z	51.4	1131-1368	19	51.8	1152-1394	2506-3032	36,383
5256	MECHANICAL ENGINEER.....	Z	54.4	1304-1580	15	54.8	1329-1611	2891-3504	42,047
5258	SENIOR MECHANICAL ENGINEER.....	Z	56.9	1470-1782	4	57.3	1499-1818	3260-3954	47,450
5260	ARCHITECTURAL ASSISTANT I.....		44.3	807- 975	2	44.7	822-0994	1788-2160	25,943
5261	ARCHITECTURAL ASSISTANT II.....		46.3	867-1073	8	46.7	903-1093	1964-2377	28,527
5265	ARCHITECTURAL ASSOCIATE I.....	Z	48.3	975-1180	7	48.7	994-1203	2162-2617	31,390
5266	ARCHITECTURAL ASSOCIATE II.....	Z	51.3	1125-1362	8	51.7	1147-1388	2495-3019	36,227
5268	ARCHITECT.....	Z	52.3	1180-1429	12	52.7	1203-1457	2617-3169	38,028
5269	SCHOOL ARCHITECTURAL COORDINATOR.....	Z	53.3	1237-1499	1	53.7	1261-1528	2743-3323	39,881
5270	SENIOR ARCHITECT.....	Z	54.3	1298-1573	8	54.7	1323-1603	2878-3487	41,838
5272	ASSISTANT LANDSCAPE ARCHITECT.....	Z	45.2	842-1018	4	45.6	858-1037	1866-2255	27,066
5273	PRINCIPAL ARCHITECT.....	Z	56.8	1463-1773	3	57.2	1491-1809	3243-3935	47,215
5274	LANDSCAPE ARCHITECT.....	Z	47.2	925-1120	1	47.6	943-1141	2051-2482	29,780
5275	SENIOR LANDSCAPE ARCHITECT.....	Z	50.2	1067-1291	1	50.6	1088-1316	2366-2862	34,348
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM....		44.4	810- 979	1	44.8	826-0998	1797-2171	26,048
5302	TRAFFIC SURVEY TECHNICIAN.....		39.6	647- 781	4	40.0	658-0796	1431-1731	20,776
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS....		46.9	912-1104	1	47.3	929-1125	2021-2447	29,363
5304	MATERIALS TESTING AIDE.....		39.6	647- 781	6	40.0	658-0796	1431-1731	20,776
5305	MATERIALS TESTING TECHNICIAN.....		41.9	721- 870	4	42.3	735-0887	1599-1929	23,151
5310	SURVEYOR'S FIELD ASSISTANT.....		47.1	920-1114	15	47.1	920-1114	2001-2423	29,075

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
5312	SURVEYOR	49.3	1022-1237	13	49.3	1022-1237	2223-2690	32,286
5314	SURVEY PARTY CHIEF	50.9	1104-1336	12	50.9	1104-1336	2401-2906	34,870
5320	ILLUSTRATOR AND ART DESIGNER Z	45.9	870-1052	2	46.3	887-1073	1929-2334	28,005
5322	GRAPHIC ARTIST	41.4	704- 850	3	41.8	717-0866	1559-1884	22,603
5328	CITY PLANNING GRAPHICS AIDE	43.9	792- 956	2	44.3	807-0975	1755-2121	25,448
5330	CITY PLANNING GRAPHICS SUPERVISOR	45.9	870-1052	1	46.3	887-1073	1929-2334	28,005
5342	MECHANICAL ENGINEERING ASSISTANT I	38.1	602- 728	3	38.5	614-0742	1335-1614	19,366
5344	MECHANICAL ENGINEERING ASSISTANT II	43.4	773- 934	11	43.8	788-0952	1714-2071	24,847
5346	MECHANICAL ENGINEERING ASSOCIATE I	45.9	870-1052	6	46.3	887-1073	1929-2334	28,005
5350	ELECTRICAL ENGINEERING ASSISTANT I	38.1	602- 728	3	38.5	614-0742	1335-1614	19,366
5352	ELECTRICAL ENGINEERING ASSISTANT II	43.4	773- 934	6	43.8	788-0952	1714-2071	24,847
5354	ELECTRICAL ENGINEERING ASSOCIATE I	45.9	870-1052	7	46.3	887-1073	1929-2334	28,005
5359	DRAFTING TECHNICIAN TRAINEE	CONTRACT RATE		0	CONTRACT RATE			
5360	CIVIL ENGINEERING ASSISTANT I	38.1	602- 728	8	38.5	614-0742	1335-1614	19,366
5362	CIVIL ENGINEERING ASSISTANT II	43.4	773- 934	45	43.8	788-0952	1714-2071	24,847
5364	CIVIL ENGINEERING ASSOCIATE I	45.9	870-1052	40	46.3	887-1073	1929-2334	28,005
5366	ENGINEERING ASSOCIATE II	47.9	956-1158	13	48.3	975-1180	2121-2567	30,798
5370	COST ESTIMATOR	48.2	970-1174	0	48.6	989-1197	2151-2603	31,242
5380	STUDENT ENGINEERING TRAINEE I		648- 648	0		661- 661		
5381	STUDENT ENGINEERING TRAINEE II		710- 710	0		724- 724		
5382	STUDENT ENGINEERING TRAINEE III		757- 757	0		772- 772		
5384	TECH INSTRUCT ASST, ELECTRONIC TECH	43.5	777- 938	2	43.9	792-0956	1723-2079	24,952
6230	STREET INSPECTOR	42.2	731- 882	9	42.6	745-0899	1620-1955	23,464
6231	SENIOR STREET INSPECTOR	45.2	842-1018	2	45.6	858-1037	1866-2255	27,066
6232	STREET INSPECTION SUPERVISOR	48.2	970-1174	1	48.6	989-1197	2151-2603	31,242
6262	PLAN CHECKER (ARCHITECTURAL)	50.3	1073-1298	2	50.7	1093-1323	2377-2878	34,530
6264	PLAN CHECKER (ENGINEERING)	51.5	1136-1375	0	51.9	1158-1401	2519-3047	36,566
6266	SENIOR PLAN CHECKER Z	54.5	1310-1588	2	54.9	1336-1618	2906-3519	42,230
6309	MECHANICAL CONSTRUCTION INSPECTOR	46.9	912-1104	1	47.3	929-1125	2021-2447	29,363
6318	CONSTRUCTION INSPECTOR	51.4	1131-1368	47	51.8	1152-1394	2506-3032	36,383
6340	SCHOOL CONSTRUCTION COORDINATOR Z	51.4	1131-1368	1	51.8	1152-1394	2506-3032	36,383
7134	WATER CONSTRUCTION AND MAINT SUPT	55.9	1401-1698	1	56.3	1429-1731	3108-3765	45,179
7367	RADIO TECHNICIAN	51.2	1120-1355	12	51.6	1141-1381	2482-3004	36,044
7368	SENIOR RADIO TECHNICIAN	53.2	1232-1491	2	53.6	1255-1520	2730-3306	39,672
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP	42.4	738- 891	1	42.8	752-0908	1636-1975	23,699
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING	46.4	891-1078	1	46.8	908-1099	1975-2390	28,684
9173	SYSTEMS SAFETY INSPECTOR	52.5	1191-1443	3	52.9	1214-1470	2640-3197	38,367

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
9177	DIRECTOR OF SYSTEMS SAFETY.....	58.3	1573-1909	1	58.7	1603-1946	3487-4233	50,791
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY Z	54.6	1316-1596	1	55.0	1342-1626	2919-3537	42,439
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER...		1436-1436	1		1465-1465		
9197	SIGNAL AND SYSTEMS ENGINEER.....		1617-1617	1		1649-1649		
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT.. Z	49.9	1052-1273	0	50.3	1073-1298	2334-2823	33,870
9366	ENGINEERING AIDE, PORT.....	39.6	647- 781	1	40.0	658-0796	1431-1731	20,776
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION... Z	47.9	956-1158	0	48.3	975-1180	2121-2567	30,798
9379	CHIEF HARBOR ENGINEER..... Z	61.1	1800-2188	1	61.5	1835-2230	3991-4850	58,203

NUMBER OF CLASSES THIS BENCHMARK..... 119
NUMBER OF POSITIONS THIS BENCHMARK..... 791

5278 PLANNER II

1982-83 SALARY SCHEDULE 46.1 APPROX $1910 - $2110 - $2310 MO.
10.98 - 12.13 - 13.28 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	10.98	12.13	13.28		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
STATE OF CALIFORNIA	0	9.91	10.91	11.91	0	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
ALAMEDA COUNTY	5	11.68	12.84	13.99	64	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	8	10.75	11.91	13.06	95	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
MARIN COUNTY	5	10.56	11.64	12.72	58	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00	10-15-20-30
SAN MATEO COUNTY	7	10.48	11.79	13.10	83	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	0	11.32	12.50	13.68	0	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
CITY OF BERKELEY	2	11.74	12.84	13.94	26	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00	10-15-20-25
CITY OF CONCORD	2	12.99	14.37	15.75	29	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-128.00	10-15-20-20
CITY OF DALY CITY	1	11.45	12.69	13.92	13	40.0	12	YES	NO	12	YES	NO	7.0%	$ 55.17-128.00	10-15-20-25
CITY OF FREMONT	0	11.16	12.37	13.57	0	40.0	11	YES	NO	12	YES	NO	9.4%	$ 43.80-126.00	12-15-21-21
CITY OF HAYWARD	0	10.53	11.68	12.82	0	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-146.61	10-15-20-20
CITY OF OAKLAND	4	13.37	14.09	14.80	56	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13	10-15-18-25
CITY OF SAN JOSE	18	11.79	13.06	14.33	235	40.0	11	YES	NO	12	YES	NO	7.8%	$ 65.66-158.99	10-15-21-21
CITY OF SAN MATEO	2	12.73	14.07	15.41	28	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56- 95.56	10-15-20-60
CITY OF SUNNYVALE	3	12.72	14.09	15.46	42	40.0	12	YES	YES		YES	NO	14.9%	$129.20-129.20	11-16-21-30
METROPOLITAN TRANS. COMM.	16	10.29	11.67	13.05	187										
TOTALS ... 16	73	.....			916										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.55 HR. 2184 MO.
RATE RANGE 11.30 TO 13.81 HR. 1966 TO 2403 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 APPROX. MO. SALARY	1983-84 APPROX. MAX. ANNUAL EQUIV.
1817	COPY READER	Z	44.1	800- 966	1	44.9	830-1003	1805-2182	26,178
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING)	Z	59.8	1690-2053	1	60.6	1756-2135	3819-4644	55,724
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS	Z	59.8	1690-2053	1	60.6	1756-2135	3819-4644	55,724
5276	CITY PLANNING INTERN	Z	39.2	634- 766	0	40.0	658-0796	1431-1731	20,776
5277	PLANNER I	Z	42.1	728- 878	4	42.9	755-0912	1642-1984	23,803
*5278	PLANNER II	Z	46.1	878-1062	15	46.9	912-1104	1984-2401	28,814
5279	SCHOOL FACILITIES NEEDS ANALYST	Z	53.1	1226-1484	1	53.9	1273-1543	2769-3356	40,272
5280	PLANNER III	Z	49.6	1037-1255	10	50.4	1078-1304	2345-2836	34,034
5281	PLANNER III, ADMINISTRATIVE	Z	49.6	1037-1255	1	50.4	1078-1304	2345-2836	34,034
5282	PLANNER IV	Z	53.1	1226-1484	4	53.9	1273-1543	2769-3356	40,272
5282B	PLANNER IV, COMMUN PLANNING SPECIALIST	Z	53.1	1226-1484	0	53.9	1273-1543	2769-3356	40,272
5283	PLANNER V, URBAN DESIGN	Z	56.6	1450-1756	4	57.4	1506-1827	3276-3974	47,685
5284	ENVIRONMENTAL REVIEW OFFICER	Z	55.1	1349-1634	2	55.9	1401-1698	3047-3693	44,318
5287	TRANSIT PLANNER I	Z	42.1	728- 878	2	42.9	755-0912	1642-1984	23,803
5288	TRANSIT PLANNER II	Z	46.1	878-1062	3	46.9	912-1104	1984-2401	28,814
5289	TRANSIT PLANNER III	Z	49.6	1037-1255	3	50.4	1078-1304	2345-2836	34,034
5290	TRANSIT PLANNER IV	Z	53.1	1226-1484	3	53.9	1273-1543	2769-3356	40,272
5291	PLANNER III, URBAN DESIGN		49.6	1037-1255	0	50.4	1078-1304	2345-2836	34,034
5292	PLANNER III (ZONING)		49.6	1037-1255	2	50.4	1078-1304	2345-2836	34,034
5293	PLANNER III, TRANSPORTATION		49.6	1037-1255	0	50.4	1078-1304	2345-2836	34,034
5294	PLANNER IV (ZONING)		53.1	1226-1484	2	53.9	1273-1543	2769-3356	40,272
5295	SCHOOL FACILITIES PLANNER	Z	55.6	1381-1674	2	56.4	1436-1740	3123-3785	45,414
5296	PLANNER IV, URBAN SYSTEMS ANALYST	Z	53.1	1226-1484	1	53.9	1273-1543	2769-3356	40,272
5297	PLANNER V (ZONING)	Z	56.6	1450-1756	3	57.4	1506-1827	3276-3974	47,685
5298	PLANNER III ENVIRONMENTAL REVIEW		49.6	1037-1255	3	50.4	1078-1304	2345-2836	34,034
5299	PLANNER IV ENVIRONMENTAL REVIEW		53.1	1226-1484	1	53.9	1273-1543	2769-3356	40,272
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT	Z		1987-1987	0		2066-2066		
5406	SPECIAL ASST FOR PROGRAM COORDINATOR	Z		1467-1467	0		1526-1526		
5408	COORDINATOR OF CITIZEN INVOLVEMENT	Z		1321-1321	0		1374-1374		
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR	Z		1169-1169	0		1216-1216		
5412	PLANNING COORDINATOR			1328-1328	1		1381-1381		
5414	COORDINATOR, OPEN SPACE & PK RENOVATION	Z	53.1	1226-1484	0	53.9	1273-1543	2769-3356	40,272
9189	DIRECTOR OF PLANNING, MUNI RAILWAY	Z	59.2	1642-1994	1	60.0	1706-2074	3711-4511	54,131
9192	TRANSIT ENVIRONMENTAL COORDINATOR	Z		1427-1427	1		1484-1484		
9397	PORT DEVELOPMENT CONSULTANT		57.1	1484-1800	0	57.9	1543-1871	3356-4069	48,833
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY	Z	46.1	878-1062	4	46.9	912-1104	1984-2401	28,814
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	49.6	1037-1255	1	50.4	1078-1304	2345-2836	34,034

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
9405	COORD PROG MONITOR, CITY DEMONSTR AGENCY Z	51.6	1141-1381	1	52.4	1185-1436	2577-3123	37,480
9411	CITIZEN PARTICIPATION REHAB MONITOR..... Z	49.6	1037-1255	2	50.4	1078-1304	2345-2836	34,034
9434	SR RESEARCH ASST, CITY DEMONSTR AGENCY.. Z	45.6	858-1037	1	46.4	891-1078	1938-2345	28,136
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY. Z	35.2	526- 634	1	36.0	546-0658	1188-1431	17,174

NUMBER OF CLASSES THIS BENCHMARK..... 41
NUMBER OF POSITIONS THIS BENCHMARK..... 82

6120 ENVIRONMENTAL HEALTH INSPECTOR

1982-83 SALARY SCHEDULE 45.0 APPROX $1614 - $2003 - $2192 MO.
10.43 - 11.51 - 12.60 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	FRINGE BENEFITS LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	26	10.43	11.52	12.60		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
STATE OF CALIFORNIA	2	9.68	10.67	11.66	21	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
ALAMEDA COUNTY	28	10.66	11.72	12.78	328	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
ALAMEDA COUNTY	9	11.16	12.26	13.36	110	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	1	10.30	11.41	12.52	11	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
CONTRA COSTA COUNTY	11	11.09	12.28	13.47	135	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
MARIN COUNTY	7	8.39	9.24	10.09	65	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00	10-15-20-30
SAN MATEO COUNTY	5	10.20	11.48	12.75	57	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SAN MATEO COUNTY	9	12.02	13.52	15.02	122	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	30	9.97	11.05	12.12	332	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
CITY OF BERKELEY	1	10.83	10.83	10.83	11	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00	10-15-20-25
TOTALS ... 7	102	.....			1,181										
FLAT RATE TOTALS	1	.....			11										
COMBINED TOTAL	103														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.58 HR. 2015 MO. *
* RATE RANGE 10.42 TO 12.74 HR. 1813 TO 2217 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 11.00 TO 11.00 HR. 1914 TO 1914 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 10.43 TO 12.72 HR. 1815 TO 2213 MO. *

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 6120 ENVIRONMENTAL HEALTH INSPECTOR *
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CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2806	DISEASE CONTROL INVESTIGATOR..... Z	41.5	707- 854	16	41.6	710-0858	1544-1866	22,394
2808	SENIOR DISEASE CONTROL INVESTIGATOR..... Z	43.0	758- 916	4	43.1	762-0920	1657-2001	24,012
6102	RODENT CONTROL TECHNICIAN.....	39.5	644- 777	8	39.6	647-0781	1407-1699	20,384
6104	SENIOR RODENT CONTROL TECHNICIAN.....	41.5	707- 854	1	41.6	710-0858	1544-1866	22,394
*6120	ENVIRONMENTAL HEALTH INSPECTOR..... Z	45.0	834-1008	26	45.1	838-1013	1823-2203	26,439
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR... Z	47.0	916-1109	26	47.1	920-1114	2001-2423	29,075
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR Z	49.2	1018-1232	6	49.3	1022-1237	2223-2690	32,286
6125	HOSPITAL HEALTH AND SAFETY OFFICER..... Z		1017-1017	0		1022-1022		
6126	DIR, BUR OF ENVIRONMENTAL HEALTH SERV... Z	54.7	1323-1603	1	54.8	1329-1611	2891-3504	42,047
6127	ASST DIR, BUR OF ENVIRON HEALTH SERV.... Z	52.4	1185-1436	1	52.5	1191-1443	2590-3139	37,662
6208	ASSISTANT SEWER SAFETY INSPECTOR.....	39.5	644- 777	1	39.6	647-0781	1407-1699	20,384
6216	SEWER SAFETY INSPECTOR.....	43.5	777- 938	1	43.6	781-0943	1699-2051	24,612
6270	HOUSING INSPECTOR..... Z	48.6	989-1197	17	48.7	994-1203	2162-2617	31,398
6272	SENIOR HOUSING INSPECTOR..... Z	50.1	1062-1285	3	50.2	1067-1291	2321-2808	33,695
6274	CHIEF HOUSING INSPECTOR..... Z	52.3	1180-1429	1	52.4	1185-1436	2577-3123	37,480

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 112

7334 STATIONARY ENGINEER

1982-83 SALARY SCHEDULE 45.7 APPROX $1875 - $2071 - $2266 MO.
10.78 - 11.90 - 13.02 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	202	10.78	11.90	13.02		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
STATE OF CALIFORNIA	29	9.91	10.39	10.86	301	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
U.S. GOVERNMENT	60	11.01	11.93	12.84	716	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
U.S. GOVERNMENT	31	11.44	12.40	13.36	384	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
ALAMEDA COUNTY	49	14.63	14.63	14.63	717	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14		10-15-20-20
CONTRA COSTA COUNTY	12	10.89	11.45	12.00	137	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73		10-15-20-35
MARIN COUNTY	2	10.12	10.61	11.09	21	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00		10-15-20-30
SAN MATEO COUNTY	20	12.85	12.49	12.13	250	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SANTA CLARA COUNTY	9	10.45	11.53	12.61	104	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
CITY OF HAYWARD	3	8.78	9.53	10.27	29	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-146.61		10-15-20-20
CITY OF OAKLAND	14	11.96	12.59	13.23	176	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13		10-15-18-25
CITY OF SANTA CLARA	3	9.75	10.78	11.80	32	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-101.72		10-15-21-21
U.C.MEDICAL CENTER S.F.	20	13.99	13.99	13.99	280	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00		15-15-21-24
U.C. BERKELEY	31	13.03	13.03	13.03	404	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
LAWRENCE LIVERMORE LAB	81	12.39	13.38	14.36	1,084											
TOTALS ... 13	264	.....			3,234											
FLAT RATE TOTALS	100	.....			1,401											
COMBINED TOTAL	364															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.25 HR. 2132 MO. *
* RATE RANGE 11.03 TO 13.48 HR. 1919 TO 2346 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 14.01 TO 14.01 HR. 2438 TO 2438 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 11.85 TO 13.63 HR. 2062 TO 2372 MO. *

Current Comparable Collective Bargaining Rate in San Francisco Private Industry - $15.14 Hour

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7334 STATIONARY ENGINEER *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
5106	ASST TO DIR OF BUILDINGS AND GROUNDS, SF	51.7	1147-1388	1	52.6	1197-1450	2603-3154	37,845
5107	DIR OF BUILDINGS AND GROUNDS, SFUSD.....	57.5	1513-1835	1	58.4	1580-1918	3437-4172	50,060
5149	SUPT OF WATER TREATMENT FACILITIES.....	53.4	1243-1506	1	54.3	1298-1573	2823-3421	41,055
6233	REFRIGERATOR INSPECTOR.....	51.1	1114-1349	0	52.0	1163-1407	2530-3060	36,723
6235	HEAT AND VENTILATION INSPECTOR.....	51.1	1114-1349	0	52.0	1163-1407	2530-3060	36,723
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT..	53.4	1243-1506	9	54.3	1298-1573	2823-3421	41,055
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...	50.2	1067-1291	2	51.1	1114-1349	2423-2934	35,209
7205	CHIEF STATIONARY ENGINEER.....	50.4	1078-1304	12	51.3	1125-1362	2447-2962	35,548
7209	SCHOOL HEATING AND VENTILATION SUPV.....	53.4	1243-1506	1	54.3	1298-1573	2823-3421	41,055
7223	CABLE MACHINERY SUPERVISOR.....	52.0	1163-1407	1	52.9	1214-1470	2640-3197	38,367
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.	52.4	1185-1436	9	53.3	1237-1499	2690-3260	39,124
7262	MAINTENANCE PLANNER, SFUSD.....	51.7	1147-1388	2	52.6	1197-1450	2603-3154	37,845
7263	MAINTENANCE MANGER, SFUSD.....	55.0	1342-1626	2	55.9	1401-1698	3047-3693	44,318
7321	ELEVATOR MECHANIC.....	49.2	1018-1232	0	50.1	1062-1285	2310-2795	33,539
7333	APPRENTICE STATIONARY ENGINEER.....		625- 990	2		653-1034		
*7334	STATIONARY ENGINEER.....	45.7	862-1042	199	46.6	899-1088	1955-2366	28,397
7335	SENIOR STATIONARY ENGINEER.....	48.2	970-1174	33	49.1	1013-1226	2203-2667	31,999
7372	STATIONARY ENGINEER, SEWAGE PLANT.....	47.7	947-1147	104	48.6	989-1197	2151-2603	31,242
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT	50.2	1067-1291	32	51.1	1114-1349	2423-2934	35,209
7375	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		688-1090	25		718-1137		
7420	BRIDGETENDER.....	41.0	691- 834	5	41.9	721-0870	1568-1892	22,707
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....	45.7	862-1042	9	46.6	899-1088	1955-2366	28,397
7472T	WIRE ROPE CABLE MAINT MECHANIC TRAINEE..		837- 837	0		875-1903		
9232	AIRPORT MECHANICAL MAINTENANCE SUPV.....	53.4	1243-1506	1	54.3	1298-1573	2823-3421	41,055

NUMBER OF CLASSES THIS BENCHMARK..... 24
NUMBER OF POSITIONS THIS BENCHMARK..... 451

7344 CARPENTER

1982-83 SALARY SCHEDULE 49.0

APPROX $2192 - $2423 - $2654 MO.
12.60 - 13.93 - 15.25 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN- TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	71	12.60	13.93	15.25		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
PRIVATE BAY AREA	238	10.95	12.55	14.66	2,987										
STATE OF CALIFORNIA	10	9.68	10.15	10.62	102	40.0	12	YES	YES	12	YES	YES	18.3%	@ 71.00-168.00	10-15-19-50
U.S. GOVERNMENT	86	10.58	11.46	12.34	986	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	11	14.59	14.59	14.59	160	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	6	12.83	13.49	14.15	81	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
SAN MATEO COUNTY	6	12.57	12.57	12.57	75	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	4	14.57	14.57	14.57	58	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
CITY OF CONCORD	3	12.02	12.64	13.25	38	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-128.00	10-15-20-20
CITY OF OAKLAND	6	12.16	12.82	13.48	77	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13	10-15-18-25
CITY OF SAN JOSE	6	11.39	12.62	13.84	76	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99	10-15-21-21
CITY OF SAN MATEO	1	9.34	10.04	10.74	10	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56- 95.56	10-15-20-60
CITY OF SUNNYVALE	2	10.98	12.17	13.35	24	40.0	12	YES	YES		YES	NO	14.9%	@129.20-129.20	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	8	12.92	12.92	12.92	103	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.49	10-15-20-25
OAKLAND CITY SCHOOL DIST.	27	13.48	13.83	14.18	373	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-143.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	11	10.32	11.39	12.45	125	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00	15-15-21-24
U.C. BERKELEY	23	10.32	11.39	12.45	262	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
LAWRENCE BERKELEY LAB	2	9.09	11.68	14.27	23										
LAWRENCE LIVERMORE LAB	18	12.39	13.38	14.36	241										
S.F. HOUSING AUTHORITY	20	16.61	16.61	16.61	332										
GOLDEN GATE BRIDGE DISTRICT	1	17.43	17.43	17.43	17	40.0	11	YES	NO	12	YES	YES	7.0%	@ 73.40-204.20	10-15-20-25
TOTALS ... 20	439	.....			5,405										
FLAT RATE TOTALS	50	.....			745										
COMBINED TOTAL	489														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.31 HR. 2142 MO. *
* RATE RANGE 11.08 TO 13.54 HR. 1928 TO 2356 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 14.90 TO 14.90 HR. 2593 TO 2593 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 11.47 TO 13.68 HR. 1996 TO 2380 MO. *

Current Comparable Collective Bargaining Rate in San Francisco Construction Industry -$18.45 Hour

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CARPENTER AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 APPROX. MO. SALARY	1983-84 APPROX. MAX. ANNUAL EQUIV.
A170	PROPERTY STAGE HAND	10.47 HR		0	10.47 HR			
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV Z	57.1	1484-1800	1	57.1	1484-1800	3228-3915	46,980
6280	FIRE SAFETY INSPECTOR I	41.0	691- 834	2	41.0	691-0834	1503-1814	21,767
6281	FIRE SAFETY INSPECTOR II		1008-1008	2		1008-1008		
6331	BUILDING INSPECTOR Z	53.1	1226-1484	41	53.1	1226-1484	2667-3228	38,732
6333	SENIOR BUILDING INSPECTOR Z	54.1	1285-1558	3	54.1	1285-1558	2795-3389	40,664
6334	CHIEF BUILDING INSPECTOR Z	55.1	1349-1634	7	55.1	1349-1634	2934-3554	42,647
6336	PROPERTY REHABILITATION MANAGER Z	56.1	1414-1714	2	56.1	1414-1714	3075-3728	44,735
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY. Z	54.9	1336-1618	1	54.9	1336-1618	2906-3519	42,230
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ. Z	55.9	1401-1698	1	55.9	1401-1698	3047-3693	44,318
7202	ASST PARK SUPT FOR STRUCTURAL MAINT Z	53.1	1226-1484	1	53.1	1226-1484	2667-3228	38,732
7219	MAINTENANCE ESTIMATOR AND SCHEDULER	46.2	882-1067	3	46.2	882-1067	1918-2321	27,849
7226	CARPENTER SUPERVISOR I	50.8	1099-1329	7	50.8	1099-1329	2390-2891	34,687
7233	GLAZIER SUPERVISOR I	50.8	1099-1329	2	50.8	1099-1329	2390-2891	34,687
7236	LOCKSMITH SUPERVISOR I	50.8	1099-1329	2	50.8	1099-1329	2390-2891	34,687
7247	SHEET METAL WORKER SUPERVISOR II	54.0	1279-1550	1	54.0	1279-1550	2782-3371	40,455
7272	CARPENTER SUPERVISOR II	54.8	1329-1611	1	54.8	1329-1611	2891-3504	42,047
7326	GLAZIER	49.0	1008-1220	13	49.0	1008-1220	2192-2654	31,842
7342	LOCKSMITH	49.0	1008-1220	11	49.0	1008-1220	2192-2654	31,842
#7344	CARPENTER	49.0	1008-1220	66	49.0	1008-1220	2192-2654	31,842
7358	PATTERNMAKER	48.4	979-1185	3	48.4	979-1185	2129-2577	30,929
7361	PLASTERER	46.8	908-1099	3	46.8	908-1099	1975-2390	28,684
7371	STAGE CARPENTER	10.47 HR		0	10.47 HR			
7376	SHEET METAL WORKER	50.0	1057-1279	21	50.0	1057-1279	2299-2782	33,382
7378	TILE SETTER	47.1	920-1114	1	47.1	920-1114	2001-2423	29,075
7395	ORNAMENTAL IRON WORKER	45.9	870-1052	8	45.9	870-1052	1892-2288	27,457
9330	PILE WORKER	50.0	1057-1279	20	50.0	1057-1279	2299-2782	33,382
9332	PILEDRIVER SUPERVISOR I	52.0	1163-1407	4	52.0	1163-1407	2530-3060	36,723
9342	ORNAMENTAL IRON WORKER SUPERVISOR I	49.6	1037-1255	1	49.6	1037-1255	2255-2730	32,756
9343	ROOFER	47.4	934-1131	2	47.4	934-1131	2031-2460	29,519
9344	ROOFER SUPERVISOR I	48.4	979-1185	1	48.4	979-1185	2129-2577	30,929
9345	SHEET METAL SUPERVISOR I	52.0	1163-1407	2	52.0	1163-1407	2530-3060	36,723
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS.. Z	52.1	1169-1414	1	52.1	1169-1414	2543-3075	36,905

NUMBER OF CLASSES THIS BENCHMARK..... 33
NUMBER OF POSITIONS THIS BENCHMARK..... 234

7345 ELECTRICIAN

1982-83 SALARY SCHEDULE 51.2 APPROX $2436 - $2692 - $2947 MO.
14.00 - 15.47 - 16.94 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN- TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	76	14.00	15.47	16.94		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	712	11.86	12.97	14.03	9,235											
STATE OF CALIFORNIA	10	10.13	10.63	11.12	106	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-	168.00	10-15-19-50
U.S. GOVERNMENT	201	11.01	11.93	12.84	2,398	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	5	16.02	16.02	16.02	80	37.5	14	NO	NO	13	YES	YES	10.2%	$ 47.42-	137.14	10-15-20-20
CONTRA COSTA COUNTY	8	13.68	14.39	15.09	115	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-	122.73	10-15-20-35
MARIN COUNTY	2	10.60	11.11	11.61	22	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-	156.00	10-15-20-30
SAN MATEO COUNTY	2	13.83	13.83	13.83	28	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-	126.51	13-16-21-24
SANTA CLARA COUNTY	7	15.91	15.91	15.91	111	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
CITY OF BERKELEY	6	12.64	13.24	13.83	79	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-	169.00	10-15-20-25
CITY OF CONCORD	2	12.02	12.64	13.25	25	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-	128.00	10-15-20-20
CITY OF HAYWARD	2	10.31	11.21	12.10	22	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-	146.61	10-15-20-20
CITY OF OAKLAND	18	13.91	14.63	15.34	263	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-	136.13	10-15-18-25
CITY OF SAN JOSE	29	13.38	14.82	16.26	430	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-	158.99	10-15-21-21
CITY OF SAN MATEO	1	10.59	11.39	12.18	11	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56-	95.56	10-15-20-60
CITY OF SUNNYVALE	1	10.98	12.17	13.35	12	40.0	12	YES	YES		YES	NO	14.9%	$129.20-	129.20	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	10	13.44	13.44	13.44	134	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-	167.49	10-15-20-25
OAKLAND CITY SCHOOL DIST.	11	13.95	14.31	14.67	157	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-	143.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	8	11.33	12.50	13.67	100	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-	168.00	15-15-21-24
U.C. BERKELEY	48	11.33	12.50	13.67	600	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE BERKELEY LAB	3	9.09	11.68	14.27	35											
LAWRENCE LIVERMORE LAB	32	13.01	14.05	15.08	450											
S.F. HOUSING AUTHORITY	8	19.43	19.43	19.43	155											
BAY AREA RAPID TRANSIT	58	12.25	13.13	14.01	762	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-	104.96	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	7	19.44	19.44	19.44	136	40.0	11	YES	NO	12	YES	YES	7.0%	$ 73.40-	204.20	10-15-20-25

TOTALS ... 24	1152	.....	14,822
FLAT RATE TOTALS	39	.....	644
COMBINED TOTAL	1191		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.87 HR. 2239 MO. *
* RATE RANGE 11.58 TO 14.16 HR. 2015 TO 2464 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 16.51 TO 16.51 HR. 2873 TO 2873 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 11.74 TO 14.24 HR. 2043 TO 2478 MO. *

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
6248	ELECTRICAL INSPECTOR.....	Z	53.3	1237-1499	22	53.3	1237-1499	2690-3260	39,124
6249	SENIOR ELECTRICAL INSPECTOR.....		54.3	1298-1573	1	54.3	1298-1573	2823-3421	41,055
6250	CHIEF ELECTRICAL INSPECTOR.....	Z	55.3	1362-1650	1	55.3	1362-1650	2962-3589	43,065
6252	LINE INSPECTOR.....	Z	53.3	1237-1499	2	53.3	1237-1499	2690-3260	39,124
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY...	Z	54.8	1329-1611	1	54.8	1329-1611	2891-3504	42,047
7128	POWER HOUSE SUPERINTENDENT.....	Z	51.3	1125-1362	2	51.3	1125-1362	2447-2962	35,548
7130	GEN SUPERINTENDENT, FACILITIES MAINT....	Z		1992-1992	2		1992-1992		
7131	ELEC MAINT AND CONSTRUCTION SUPT.....	Z	56.9	1470-1782	1	56.9	1470-1782	3197-3876	46,510
7132	TELECOMMUNICATIONS SUPERVISOR.....		53.2	1232-1491	2	53.2	1232-1491	2680-3243	38,915
7229	TRANSMISSION LINE SUPERVISOR I.....		53.7	1261-1528	2	53.7	1261-1528	2743-3323	39,881
7235	TRANSIT POWER LINE SUPERVISOR I.....		53.7	1261-1528	5	53.7	1261-1528	2743-3323	39,881
7238	ELECTRICIAN SUPERVISOR I.....		53.7	1261-1528	11	53.7	1261-1528	2743-3323	39,881
7244	POWER PLANT SUPERVISOR I.....		49.3	1022-1237	2	49.3	1022-1237	2223-2690	32,286
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I....		53.7	1261-1528	2	53.7	1261-1528	2743-3323	39,881
7257	COMMUNICATION LINE SUPERVISOR I.....		53.7	1261-1528	2	53.7	1261-1528	2743-3323	39,881
7273	COMMUNICATION LINE WORKER SUPV II.....		55.9	1401-1698	1	55.9	1401-1698	3047-3693	44,318
7274	TRANSIT POWER LINE WORKER SUPV II.....		55.9	1401-1698	1	55.9	1401-1698	3047-3693	44,318
7275	CABLE SPLICER SUPERVISOR I.....		55.9	1401-1698	1	55.9	1401-1698	3047-3693	44,318
7276	ELECTRICIAN SUPERVISOR II.....		55.9	1401-1698	2	55.9	1401-1698	3047-3693	44,318
7279	POWERHOUSE ELECTRICIAN SUPV II.....		55.9	1401-1698	1	55.9	1401-1698	3047-3693	44,318
7285	TRANSMISSION LINE WORKER SUPV II.....		55.9	1401-1698	1	55.9	1401-1698	3047-3693	44,318
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN.		53.7	1261-1528	2	53.7	1261-1528	2743-3323	39,881
7288	SIGNAL SYSTEM MAINTENANCE SUPT.....		55.7	1388-1682	1	55.7	1388-1682	3019-3658	43,900
7308	CABLE SPLICER.....		53.7	1261-1528	4	53.7	1261-1528	2743-3323	39,881
7318	ELECTRONIC MAINTENANCE TECHNICIAN.....		51.2	1120-1355	75	51.2	1120-1355	2436-2947	35,366
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR.		52.2	1174-1421	14	52.2	1174-1421	2553-3091	37,088
7338	ELECTRICAL LINE WORKER.....		51.2	1120-1355	43	51.2	1120-1355	2436-2947	35,366
#7345	ELECTRICIAN.....		51.2	1120-1355	76	51.2	1120-1355	2436-2947	35,366
7363	POWERHOUSE ELECTRICIAN.....		51.2	1120-1355	5	51.2	1120-1355	2436-2947	35,366
7364	POWERHOUSE OPERATOR.....		45.5	854-1032	15	45.5	854-1032	1857-2245	26,935
7365	SENIOR POWERHOUSE OPERATOR.....		48.0	961-1163	8	48.0	961-1163	2090-2530	30,354
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN....		51.2	1120-1355	10	51.2	1120-1355	2436-2947	35,366
7377	STAGE ELECTRICIAN.....		46.6	899-1088	3	46.6	899-1088	1955-2366	28,397
7408	ASSISTANT POWER HOUSE OPERATOR.....		40.8	684- 826	8	40.8	684-0826	1488-1797	21,559
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN..		49.1	1013-1226	25	49.1	1013-1226	2203-2667	31,999
7432	ELECTRICAL LINE HELPER.....		48.2	970-1174	4	48.2	970-1174	2110-2553	30,641
7510	LIGHTING FIXTURE MAINTENANCE WORKER.....		39.0	628- 758	6	39.0	628-0758	1366-1649	19,784

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
9240	AIRPORT ELECTRICIAN.....	53.2	1232-1491	10	53.2	1232-1491	2680-3243	38,915
9241	AIRPORT ELECTRICIAN SUPERVISOR.....	54.2	1291-1565	1	54.2	1291-1565	2808-3404	40,847
9242	HEAD AIRPORT ELECTRICIAN.....	55.2	1355-1642	1	55.2	1355-1642	2947-3571	42,856

NUMBER OF CLASSES THIS BENCHMARK..... 40
NUMBER OF POSITIONS THIS BENCHMARK..... 376

1982-83 SALARY SCHEDULE 48.5 APPROX $2140 - $2365 - $2590 MO.
12.30 - 13.59 - 14.89 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	66	12.30	13.60	14.89		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
PRIVATE BAY AREA	109	11.66	13.26	13.28	1,445										
STATE OF CALIFORNIA	9	9.68	10.15	10.62	91	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
U.S. GOVERNMENT	161	10.58	11.46	12.34	1,845	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00	13-18-26-26
ALAMEDA COUNTY	17	14.34	14.34	14.34	244	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	4	12.83	13.49	14.15	54	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
SAN MATEO COUNTY	4	12.57	12.57	12.57	50	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	6	14.57	14.57	14.57	87	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
CITY OF BERKELEY	2	10.73	11.11	11.48	22	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00	10-15-20-25
CITY OF CONCORD	2	12.02	12.64	13.25	25	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-128.00	10-15-20-20
CITY OF DALY CITY	1	9.50	10.53	11.55	11	40.0	12	YES	NO	12	YES	NO	7.0%	$ 55.17-128.00	10-15-20-25
CITY OF HAYWARD	0	8.95	9.72	10.49	0	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-146.61	10-15-20-20
CITY OF OAKLAND	10	12.09	12.75	13.40	128	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13	10-15-18-25
CITY OF SAN JOSE	9	11.39	12.62	13.84	114	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99	10-15-21-21
CITY OF SAN MATEO	1	9.34	10.04	10.74	10	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56- 95.56	10-15-20-60
CITY OF SUNNYVALE	1	10.98	12.17	13.35	12	40.0	12	YES	YES		YES	NO	14.9%	$129.20-129.20	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	11	12.92	12.92	12.92	142	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.49	10-15-20-25
OAKLAND CITY SCHOOL DIST.	14	13.61	13.86	14.21	194	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-143.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	5	10.32	11.39	12.45	57	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-168.00	15-15-21-24
U.C. BERKELEY	23	10.32	11.39	12.45	262	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28	15-15-21-24
LAWRENCE BERKELEY LAB	1	9.09	11.68	14.27	12										
LAWRENCE LIVERMORE LAB	15	12.39	13.38	14.36	201										
S.F. HOUSING AUTHORITY	24	16.44	16.44	16.44	395										
BAY AREA RAPID TRANSIT	7	12.25	13.13	14.01	92	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-104.96	15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	2	17.22	17.22	17.22	34	40.0	11	YES	NO	12	YES	YES	7.0%	$ 73.40-204.20	10-15-20-25

TOTALS ... 24	374	.....	4,575
FLAT RATE TOTALS	64	.....	952
COMBINED TOTAL	438		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.23 HR. 2128 MO. *
* RATE RANGE 11.01 TO 13.45 HR. 1916 TO 2340 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 14.88 TO 14.88 HR. 2589 TO 2589 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 11.56 TO 13.66 HR. 2015 TO 2377 MO. *

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7346 PAINTER *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7224	CAR AND AUTO PAINTER SUPERVISOR I.....	46.9	912-1104	1	46.9	912-1104	1984-2401	28,814
7225	TRANSIT PAINT SHOP SUPERVISOR I.....	49.5	1032-1249	1	49.5	1032-1249	2245-2717	32,599
7242	PAINTER SUPERVISOR I.....	48.5	984-1191	8	48.5	984-1191	2140-2590	31,085
7278	PAINTER SUPERVISOR II.....	53.2	1232-1491	1	53.2	1232-1491	2680-3243	38,915
7309	CAR AND AUTO PAINTER.....	45.5	854-1032	19	45.5	854-1032	1857-2245	26,935
*7346	PAINTER.....	48.5	984-1191	65	48.5	984-1191	2140-2590	31,085

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 95

7347 PLUMBER

1982-83 SALARY SCHEDULE 51.7 APPROX $2495 - $2757 - $3019 MO.
14.34 - 15.84 - 17.35 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	54	14.34	15.85	17.35		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	129	12.25	13.13	13.53	1,694											
STATE OF CALIFORNIA	6	10.13	10.63	11.12	64	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-	168.00	10-15-19-50
U.S. GOVERNMENT	45	10.58	11.46	12.34	516	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	16	11.01	11.93	12.84	191	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	2	16.51	16.51	16.51	33	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-	137.14	10-15-20-20
CONTRA COSTA COUNTY	0	13.68	14.39	15.09	0	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-	122.73	10-15-20-35
CONTRA COSTA COUNTY	5	15.64	16.45	17.25	82	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-	122.73	10-15-20-35
SAN MATEO COUNTY	1	13.83	13.83	13.83	14	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-	126.51	13-16-21-24
SANTA CLARA COUNTY	5	15.91	15.91	15.91	80	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
CITY OF OAKLAND	3	13.78	14.53	15.27	44	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-	136.13	10-15-18-25
CITY OF SAN JOSE	2	12.20	13.52	14.83	27	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-	158.99	10-15-21-21
CITY OF SUNNYVALE	1	10.98	12.17	13.35	12	40.0	12	YES	YES		YES	NO	14.9%	$129.20-	129.20	11-16-21-30
OAKLAND CITY SCHOOL DIST.	8	14.55	14.94	15.32	120	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-	143.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	7	11.33	12.50	13.67	88	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-	168.00	15-15-21-24
U.C. BERKELEY	48	11.05	12.36	13.67	593	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE BERKELEY LAB	2	9.09	11.68	14.27	23											
LAWRENCE LIVERMORE LAB	13	13.01	14.05	15.08	183											
S.F. HOUSING AUTHORITY	20	21.67	21.67	21.67	433											
GOLDEN GATE BRIDGE DISTRICT	1	19.32	19.32	19.32	19	40.0	11	YES	NO	12	YES	YES	7.0%	$ 73.40-	204.20	10-15-20-25
TOTALS ... 17	285	.....			3,637											
FLAT RATE TOTALS	29	.....			579											
COMBINED TOTAL	314															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.76 HR. 2220 MO. *
* RATE RANGE 11.48 TO 14.04 HR. 1998 TO 2443 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 19.97 TO 19.97 HR. 3475 TO 3475 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 12.26 TO 14.59 HR. 2133 TO 2539 MO. *

Current Comparable Collective Bargaining Rate in San Francisco Construction Industry - $24.64 Hour

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * PLUMBING AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
6236	BOILER INSPECTOR	54.1	1285-1558	1	54.1	1285-1558	2795-3389	40,664
6238	SENIOR BOILER INSPECTOR	55.1	1349-1634	1	55.1	1349-1634	2934-3554	42,647
6242	PLUMBING INSPECTOR Z	54.1	1285-1558	13	54.1	1285-1558	2795-3389	40,664
6244	CHIEF PLUMBING INSPECTOR Z	56.1	1414-1714	1	56.1	1414-1714	3075-3728	44,735
7213	PLUMBER SUPERVISOR I	54.1	1285-1558	4	54.1	1285-1558	2795-3389	40,664
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR	54.7	1323-1603	1	54.7	1323-1603	2878-3487	41,838
7239	PLUMBER SUPERVISOR II	55.0	1342-1626	2	55.0	1342-1626	2919-3537	42,439
7240	WATER METER SHOP SUPERVISOR I	49.3	1022-1237	1	49.3	1022-1237	2223-2690	32,286
7248	STEAMFITTER SUPERVISOR II	55.0	1342-1626	1	55.0	1342-1626	2919-3537	42,439
7250	UTILITY PLUMBER SUPERVISOR I	54.1	1285-1558	22	54.1	1285-1558	2795-3389	40,664
7284	UTILITY PLUMBER SUPERVISOR II	55.6	1381-1674	5	55.6	1381-1674	3004-3641	43,691
7323	FIRE DEPT WATER SYSTEM ASST SUPV	53.7	1261-1528	1	53.7	1261-1528	2743-3323	39,881
*7347	PLUMBER	51.7	1147-1388	54	51.7	1147-1388	2495-3019	36,227
7348	STEAMFITTER	51.7	1147-1388	14	51.7	1147-1388	2495-3019	36,227
7349	STEAMFITTER ASSISTANT SUPERVISOR	53.7	1261-1528	1	53.7	1261-1528	2743-3323	39,881
7353	WATER METER REPAIRER	47.3	929-1125	6	47.3	929-1125	2021-2447	29,363
7360	PIPE WELDER	51.7	1147-1388	4	51.7	1147-1388	2495-3019	36,227
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR	53.7	1261-1528	0	53.7	1261-1528	2743-3323	39,881
7388	UTILITY PLUMBER	51.7	1147-1388	45	51.7	1147-1388	2495-3019	36,227
7390	WELDER	47.3	929-1125	9	47.3	929-1125	2021-2447	29,363
7442	WATER METER REPAIR HELPER	40.5	674- 814	1	40.5	674-0814	1466-1770	21,245
7449	SEWER SERVICE WORKER	50.5	1083-1310	11	50.5	1083-1310	2356-2849	34,191
7462	UTILITY PLUMBER HELPER	47.7	947-1147	0	47.7	947-1147	2060-2495	29,937
7463	UTILITY PLUMBER APPRENTICE		833-1319	22		833-1319		
9346	FUSION WELDER	51.0	1109-1342	1	51.0	1109-1342	2412-2919	35,026

NUMBER OF CLASSES THIS BENCHMARK..... 25
NUMBER OF POSITIONS THIS BENCHMARK..... 221

7355 TRUCK DRIVER, LIGHT

1982-83 SALARY SCHEDULE

APPROX $2203 - $2313 - $2423 MO.
12.66 - 13.29 - 13.93 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	161	12.66	14.36	16.06		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	1575	11.13	13.70	13.70	21,578											
STATE OF CALIFORNIA	2	8.26	8.65	9.03	17	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-	168.00	10-15-19-50
U.S. GOVERNMENT	29	8.86	9.60	10.34	278	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	56	9.29	10.07	10.86	564	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	16	11.95	11.95	11.95	191	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-	137.14	10-15-20-20
SAN MATEO COUNTY	11	9.44	10.62	11.80	117	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-	126.51	13-16-21-24
CITY OF BERKELEY	1	9.36	9.69	10.01	10	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-	169.00	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	4	11.40	11.40	11.40	46	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-	167.49	10-15-20-25
OAKLAND CITY SCHOOL DIST.	12	10.42	10.42	10.42	125	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-	143.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	9	9.86	10.60	11.33	95	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-	168.00	10-15-21-24
U.C. BERKELEY	13	9.42	10.38	11.33	135	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
LAWRENCE BERKELEY LAB	9	8.10	10.19	12.28	92											
TOTALS ... 11	1705	.....			22,886											
FLAT RATE TOTALS	32	.....			362											
COMBINED TOTAL	1737															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.42 HR. 2335 MO. *
* RATE RANGE 12.08 TO 14.76 HR. 2102 TO 2568 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 11.31 TO 11.31 HR. 1968 TO 1968 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 12.07 TO 14.70 HR. 2100 TO 2558 MO. *

Current Comparable Collective Bargaining Rate in San Francisco Construction Industry - $15.39 Hour

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * EQUIPMENT OPERATOR AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
0 1	CHAUFFEUR, PASSENGER.....	36.5	560- 674	0	37.6	589-0710	1281-1544	18,531
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV.... Z	49.3	1022-1237	3	50.4	1078-1304	2345-2836	34,034
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR... Z	50.3	1073-1298	2	51.4	1131-1368	2460-2975	35,705
7221	ASPHALT PLANT SUPERVISOR I.....	51.0	1109-1342	1	52.1	1169-1414	2543-3075	36,905
7282	STREET REPAIR SUPERVISOR II.....	49.3	1022-1237	3	50.4	1078-1304	2345-2836	34,034
7312	CHAUFFEUR.....	32.8	471- 567	1	33.9	496-0596	1079-1296	15,556
7328	OPERATING ENGINEER, UNIVERSAL		854-1349	28		899-1421		
#7355	TRUCK DRIVER.....		1013-1285	161		1067-1355		
7424	DRYER-MIXER OPERATOR.....	48.0	961-1163	3	49.1	1013-1226	2203-2667	31,999
9331	PILEDRIVER ENGINE OPERATOR.....	51.0	1109-1342	3	52.1	1169-1414	2543-3075	36,905
9334	DECKHAND, TUGS AND DREDGES.....	45.4	850-1027	8	46.5	895-1083	1947-2356	28,266
9335	MARINE FIRE AND BOILER OPERATOR.....	45.4	850-1027	1	46.5	895-1083	1947-2356	28,266
9336	HEAD DREDGE LEVER OPERATOR.....	51.4	1131-1368	1	52.5	1191-1443	2590-3139	37,662
9337	DIESEL TUGBOAT OPERATOR.....	50.5	1083-1310	1	51.6	1141-1381	2482-3004	36,044
9340	DREDGING SUPERVISOR.....	52.9	1214-1470	1	54.0	1279-1550	2782-3371	40,455
9360	CONSTRUCTION AND MAINT SUPV II, PORT....	52.0	1163-1407	1	53.1	1226-1484	2667-3228	38,732
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL..... Z	53.5	1249-1513	1	54.6	1316-1596	2862-3471	41,656
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV Z	53.5	1249-1513	1	54.6	1316-1596	2862-3471	41,656
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR. Z	54.0	1279-1550	1	55.1	1349-1634	2934-3554	42,647

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 221

7381 AUTOMOTIVE MECHANIC

1982-83 SALARY SCHEDULE

APPROX $2490 - $2490 - $2490 MO.
14.31 - 14.31 - 14.31 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	NO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	105	14.31	14.31	14.31		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	309	13.19	14.03	14.81	4,335											
PRIVATE BAY AREA	644	13.87	14.28	14.89	9,196											
STATE OF CALIFORNIA	4	9.03	9.47	9.91	33	40.0	12	YES	YES	12	YES	YES	16.3%	$ 71.00-168.00		10-15-19-50
U.S. GOVERNMENT	18	10.15	11.00	11.84	198	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
U.S. GOVERNMENT	15	10.56	11.46	12.34	811	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
U.S. GOVERNMENT	68	11.01	11.93	12.84	811	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
ALAMEDA COUNTY	5	13.59	13.59	13.59	68	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14		10-15-20-20
CONTRA COSTA COUNTY	11	12.29	12.92	13.55	142	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73		10-15-20-35
MARIN COUNTY	3	10.81	11.92	13.03	36	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00		10-15-20-30
SAN MATEO COUNTY	3	12.05	12.05	12.05	36	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SAN MATEO COUNTY	1	10.97	12.34	13.71	12	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SANTA CLARA COUNTY	14	10.70	11.81	12.92	165	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
CITY OF BERKELEY	13	11.42	11.80	12.17	153	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00		10-15-20-25
CITY OF CONCORD	4	12.02	12.64	13.25	51	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-128.00		10-15-20-20
CITY OF DALY CITY	5	9.50	10.53	11.55	53	40.0	12	YES	NO	12	YES	NO	7.0%	$ 55.17-128.00		10-15-20-25
CITY OF FREMONT	3	9.77	10.83	11.88	32	40.0	11	YES	NO	12	YES	NO	9.4%	$ 43.80-126.00		12-15-21-21
CITY OF HAYWARD	4	9.54	10.57	11.59	42	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-146.61		10-16-20-20
CITY OF OAKLAND	11	12.7%	13.42	14.09	148	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13		10-15-18-25
CITY OF OAKLAND	11	11.88	12.43	13.85	137	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13		10-15-18-25
CITY OF SAN JOSE	29	11.22	12.43	13.64	360	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99		10-15-21-21
CITY OF SAN MATEO	1	8.46	9.08	9.69	9	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56- 95.56		10-15-20-60
CITY OF SAN MATEO	4	9.43	10.14	10.85	41	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56- 95.56		10-15-20-60
CITY OF SANTA CLARA	5	10.22	11.32	12.41	57	40.0	11.5	YES	YES	12	YES	YES	11.5%	$101.72-101.72		10-15-21-21
CITY OF SUNNYVALE	8	10.69	12.01	13.32	96	40.0	12	YES	YES		YES	NO	14.9%	$129.20-129.20		11-16-21-30
EAST BAY MUNI. UTIL. DIST.	6	12.92	12.92	12.92	78	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-167.49		10-15-20-25
U.C. BERKELEY	9	10.82	11.64	12.45	105	40.0	11	YES	YES	12	YES	*	15.8%	$ 36.68-150.28		15-15-21-24
A.C. TRANSIT	56	13.74	13.74	13.74	769	40.0	11	YES	YES	12	YES	YES	13.2%	$159.12-159.12		10-15-20-30
A.C. TRANSIT	30	14.58	14.58	14.58	437	40.0	11	YES	YES	12	YES	YES	13.2%	$159.12-159.12		10-15-20-30
BAY AREA RAPID TRANSIT	34	12.25	13.13	14.01	446	40.0	11	YES	YES	12	YES	YES	7.0%	$104.96-104.96		15-15-20-25
GOLDEN GATE BRIDGE DISTRICT	43	14.69	14.69	14.69	632	40.0	11	YES	NO	12	YES	YES	7.0%	$ 73.40-204.20		10-15-20-25
SAN MATEO TRANSIT	32	9.02	10.52	12.02	337	40.0	8	YES	NO	*	YES	NO	13.3%	$ 78.65- 78.65		*
SANTA CLARA TRANSIT	40	12.83	12.85	13.67	514	40.0	10	YES	YES	12	YES	YES	6.9%	$ 88.87-117.28		10-15-20-25
TOTALS --- 25	1298	.....			17,663											
FLAT RATE TOTALS	143	.....			2,020											
COMBINED TOTAL	1441															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.61 HR. 2368 MO. *
* RATE RANGE 12.25 TO 14.97 HR. 2132 TO 2605 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 14.13 TO 14.13 HR. 2459 TO 2459 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 12.44 TO 14.89 HR. 2166 TO 2591 MO. *

Current Comparable Collective Bargaining Rate in San Francisco Private Industry - $15.23 Hour

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7381 AUTOMOTIVE MECHANIC *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7123	MACHINE SHOP AND PARKING METER SUPT..... Z	54.0	1279-1550	1	54.8	1329-1611	2891-3504	42,047
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....	52.6	1197-1450	2	53.4	1243-1506	2704-3276	39,307
7136	WATER SHOPS AND EQUIPMENT SUPT..... Z	53.4	1243-1506	1	54.2	1291-1565	2808-3404	40,847
7150	CITY SHOPS GENERAL SUPERINTENDENT..... Z	58.7	1603-1946	1	59.5	1666-2023	3624-4400	52,800
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR. Z	51.6	1141-1381	1	52.4	1185-1436	2577-3123	37,480
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR. Z	52.6	1197-1450	1	53.4	1243-1506	2704-3276	39,307
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I....	51.6	1141-1381	4	52.4	1185-1436	2577-3123	37,480
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....		17.50 HR	3		18.20 HR		
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.	50.1	1062-1285	1	50.9	1104-1336	2401-2906	34,870
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR Z	53.1	1226-1484	1	53.9	1273-1543	2769-3356	40,272
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....		16.47 HR	1		17.13 HR		
7253	ELECTRICAL TRANSIT MECHANIC SUPV I.....	50.5	1083-1310	7	51.3	1125-1362	2447-2962	35,548
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....		16.67 HR	5		17.34 HR		
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I.....	50.6	1088-1316	1	51.4	1131-1368	2460-2975	35,705
7258	MAINTENANCE MACHINIST SUPERVISOR I.....	51.0	1109-1342	4	51.8	1152-1394	2506-3032	36,383
7264	AUTO BODY AND FENDER WORKER SUPV I.....		16.67 HR	1		17.34 HR		
7277	CITY SHOPS ASST SUPERINTENDENT.....	54.3	1298-1573	1	55.1	1349-1634	2934-3554	42,647
7305	BLACKSMITH.....	43.1	762- 920	1	43.9	792-0956	1723-2079	24,952
7306	AUTOMOTIVE BODY AND FENDER WORKER.....		14.50 HR	42		15.08 HR		
7313	AUTOMOTIVE MACHINIST.....		14.50 HR	64		15.08 HR		
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....		15.93 HR	2		16.57 HR		
7319	ELECTRIC MOTOR REPAIRER.....	47.6	943-1141	11	48.4	979-1185	2129-2577	30,929
7322	AUTO BODY AND FENDER WORKER ASST SUPV...		15.93 HR	1		16.57 HR		
7325	GENERAL UTILITY MECHANIC.....	49.1	1013-1226	10	49.9	1052-1273	2288-2769	33,225
7330	SENIOR GENERAL UTILITY MECHANIC.....	50.1	1062-1285	1	50.9	1104-1336	2401-2906	34,870
7331	APPRENTICE MAINTENANCE MACHINIST.....		671.00-1110.00	1		697.00-1153.00		
7332	MAINTENANCE MACHINIST.....	49.0	1008-1220	59	49.8	1047-1267	2277-2756	33,069
7379	ELECTRICAL TRANSIT MECHANIC.....	47.6	943-1141	121	48.4	979-1185	2129-2577	30,929
7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV...	49.6	1037-1255	17	50.4	1078-1304	2345-2836	34,034
*7381	AUTOMOTIVE MECHANIC.....		14.31 HR	91		14.88 HR		
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR		15.75 HR	11		16.38 HR		
7387	UPHOLSTERER.....	43.4	773- 934	3	44.2	803-0970	1747-2110	25,317
7389	METALSMITH.....	46.6	899-1088	5	47.4	934-1131	2031-2460	29,519
7409	ELECTRICAL TRANSIT SERVICE WORKER.....	44.6	818- 989	47	45.4	850-1027	1849-2234	26,805
7410	AUTOMOTIVE SERVICE WORKER.....	40.1	661- 800	123	40.9	688-0830	1496-1805	21,663
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....	42.1	728- 878	1	42.9	755-0912	1642-1984	23,803
7414	BLACKSMITH'S FINISHER.....	42.6	745- 899	2	43.4	773-0934	1681-2031	24,377

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7381 AUTOMOTIVE MECHANIC * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7434	MAINTENANCE MACHINIST HELPER.....	43.1	762- 920	5	43.9	792-0956	1723-2079	24,952
9102	TRANSIT CAR CLEANER.....	38.5	614- 742	71	39.3	638-0769	1388-1673	20,071
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....	40.5	674- 814	5	41.3	701-0846	1525-1840	22,081
9106	TRANSIT CAR CLEANER SUPERVISOR I.....	41.5	707- 854	1	42.3	735-0887	1599-1929	23,151

NUMBER OF CLASSES THIS BENCHMARK..... 41
NUMBER OF POSITIONS THIS BENCHMARK..... 731

7384 TYPEWRITER REPAIRER

1982-83 SALARY SCHEDULE 39.8 — APPROX $1418 - $1566 - $1714 MO.
8.15 - 9.00 - 9.85 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	NO. EMPL	HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	4	8.15	9.00	9.85		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
SANTA CLARA COUNTY	1	8.86	9.78	10.70	10	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
* * * BAY AREA DATA INSUFFICIENT * * *																
LOS ANGELES COUNTY	15	10.44	10.44	10.44	157	40.0	11	YES	NO	12	YES	YES	*	$ 33.21-	106.51	10-15-20-20
CITY OF LOS ANGELES	3	7.97	8.94	9.90	27	40.0	11.5	YES	NO	12	YES	NO	16.0%	$ 60.72-	151.00	10-15-18-20
LOS ANGELES WATER AND POWER	3	12.86	12.86	12.86	39	40.0	11	YES	YES	10	NO	NO	20.5%	$ 75.00-	75.00	10-15-20-20
SAN DIEGO CITY SCHOOL DIST.	8	7.90	8.75	9.60		40.0	13	YES	NO	12	YES	YES	13.1%	$ 80.33-	80.33	10-15-20-20
TOTALS ... 5	12	.....			107											
FLAT RATE TOTALS	18	.....			196											
COMBINED TOTAL	30															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.92 HR. 1552 MO. *
RATE RANGE 8.03 TO 9.81 HR. 1397 TO 1707 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 10.89 TO 10.89 HR. 1895 TO 1895 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 9.75 TO 10.46 HR. 1697 TO 1820 MO. *

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7384 TYPEWRITER REPAIRER *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7243	PARKING METER REPAIRER SUPERVISOR I.....	45.1	838-1013	1	46.3	887-1073	1929-2334	28,005
7383	SEWING MACHINE REPAIRER.....	41.6	710- 858	1	42.8	752-0908	1636-1975	23,699
*7384	TYPEWRITER REPAIRER.....	39.8	652- 788	4	41.0	691-0834	1503-1814	21,767
7385	SENIOR TYPEWRITER REPAIRER.....	41.6	710- 858	1	42.8	752-0908	1636-1975	23,699
7444	PARKING METER REPAIRER.....	42.6	745- 899	18	43.8	788-0952	1714-2071	24,847

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 25

1982-83 SALARY SCHEDULE 41.5 APPROX $1538 - $1698 - $1857 MO.
8.84 - 9.76 - 10.67 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	244	8.84	9.76	10.67		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
PRIVATE BAY AREA	178	10.18	10.83	11.37	1,928											
STATE OF CALIFORNIA	8	7.28	7.61	7.93	61	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-	168.00	10-15-19-50
U.S. GOVERNMENT	15	7.56	8.19	8.82	123	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
U.S. GOVERNMENT	15	7.98	8.65	9.31	562	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00-	60.00	13-18-26-26
ALAMEDA COUNTY	69	10.42	10.86	11.29	749	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-	137.14	10-15-20-20
CONTRA COSTA COUNTY	24	8.58	9.02	9.46	216	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-	122.73	10-15-20-35
MARIN COUNTY	14	8.04	8.84	9.63	124	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-	156.00	10-15-20-30
SAN MATEO COUNTY	20	8.31	9.35	10.38	187	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-	126.51	13-16-21-24
SANTA CLARA COUNTY	51	8.26	9.11	9.96	465	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
SANTA CLARA COUNTY	0	7.53	8.30	9.07	0	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
CITY OF BERKELEY	12	8.76	9.06	9.36	109	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-	169.00	10-15-20-25
CITY OF CONCORD	9	8.29	9.19	10.09	83	40.0	11	YES	NO	12	YES	YES	11.4%	$ 45.00-	128.00	10-15-20-20
CITY OF DALY CITY	12	7.68	8.51	9.34	102	40.0	12	YES	NO	12	YES	NO	7.0%	$ 55.17-	128.00	10-15-20-25
CITY OF HAYWARD	14	7.42	8.02	8.61	112	40.0	13	YES	NO	12	YES	NO	13.3%	$ 55.95-	146.61	10-15-20-20
CITY OF OAKLAND	77	9.03	9.51	9.99	732	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-	136.13	10-15-18-25
CITY OF SAN JOSE	69	7.45	8.26	9.06	570	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-	158.99	10-15-21-21
CITY OF SAN MATEO	10	7.75	8.31	8.87	83	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56-	95.56	10-15-20-60
CITY OF SUNNYVALE	33	8.57	9.50	10.43	314	40.0	12	YES	YES		YES	NO	14.9%	$129.20-	129.20	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	36	10.42	10.42	10.42	375	40.0	13	YES	YES	13	YES	YES	10.2%	$ 57.45-	167.49	10-15-20-25
U.C.MEDICAL CENTER S.F.	10	7.89	8.66	9.42	87	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-	168.00	15-15-21-24
U.C. BERKELEY	9	7.89	8.66	9.42	78	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	159.28	15-15-21-24
LAWRENCE BERKELEY LAB	3	6.69	8.88	11.07	27											
S.F. HOUSING AUTHORITY	71	12.95	12.95	12.95	919											
GOLDEN GATE BRIDGE DISTRICT	10	12.77	12.77	12.77	128	40.0	11	YES	NO	12	YES	YES	7.0%	$ 73.40-	204.20	10-15-20-25
TOTALS ... 22	702	.....			6,712											
FLAT RATE TOTALS	117	.....			1,422											
COMBINED TOTAL	819															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.56 HR. 1663 MO. *
* RATE RANGE 8.60 TO 10.52 HR. 1496 TO 1830 MO. *

WEIGHTED AVERAGE OF THE FLAT RATES 12.15 TO 12.15 HR. 2114 TO 2114 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 9.11 TO 10.75 HR. 1585 TO 1871 MO. *

Current Comparable Collective Bargaining Rate in San Francisco Construction Industry - $14.31 Hour

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 APPROX. MO. SALARY	1983-84 APPROX. MAX. ANNUAL EQUIV.
3130	ARBORETUM DIRECTOR	Z	51.5	1136-1375	1	51.6	1141-1381	2482-3004	36,044
3310	STABLE ATTENDANT		39.5	644- 777	6	39.6	647-0781	1407-1699	20,384
3320	ANIMAL KEEPER		41.5	707- 854	26	41.6	710-0858	1544-1866	22,394
3321	SENIOR ANIMAL KEEPER		43.0	758- 916	4	43.1	762-0920	1657-2001	24,012
3322	ASSISTANT HEAD ANIMAL KEEPER		44.5	814- 984	1	44.6	818-0989	1779-2151	25,813
3324	HEAD ANIMAL KEEPER		46.0	874-1057	1	46.1	878-1062	1910-2310	27,718
3340	ZOO DIRECTOR	Z	55.1	1349-1634	1	55.2	1355-1642	2947-3571	42,856
3342	ZOOLOGIST	Z	48.3	975-1180	1	48.4	979-1185	2129-2577	30,929
3360	CURATOR OF ZOOLOGICAL EXHIBITS	Z	47.6	943-1141	1	47.7	947-1147	2060-2495	29,937
3402	FARMER			707- 938	2		710- 943		
3404	JAIL FARM SUPERVISOR		42.0	724- 874	1	42.1	728-0878	1583-1910	22,916
3410	ASSISTANT GARDENER			707- 938	170		710- 943		
3416	GARDENER		43.5	777- 938	191	43.6	781-0943	1699-2051	24,612
3418	GARDENER ASSISTANT SUPERVISOR		46.5	895-1083	27	46.6	899-1088	1955-2366	28,397
3419	MUNICIPAL STADIUM GROUNDKEEPER		46.5	895-1083	2	46.6	899-1088	1955-2366	28,397
3422	PARK SECTION SUPERVISOR		47.5	938-1136	25	47.6	943-1141	2051-2482	29,780
3424	INSECTICIDE SPRAY OPERATOR		46.5	895-1083	2	46.6	899-1088	1955-2366	28,397
3428	NURSERY SPECIALIST		46.5	895-1083	8	46.6	899-1088	1955-2366	28,397
3430	CHIEF NURSERY SPECIALIST	Z	49.5	1032-1249	2	49.6	1037-1255	2255-2730	32,756
3432	ASSISTANT DIRECTOR, ARBORETUM	Z	48.5	984-1191	1	48.6	989-1197	2151-2603	31,242
3434	TREE TOPPER		45.5	854-1032	11	45.6	858-1037	1866-2255	27,066
3436	TREE TOPPER SUPERVISOR I		49.0	1008-1220	1	49.1	1013-1226	2203-2667	31,999
3440	LANDSCAPING AND STREET PLANTING SUPV		51.8	1152-1394	1	51.9	1158-1401	2519-3047	36,566
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE	Z	48.5	984-1191	1	48.6	989-1197	2151-2603	31,242
3464	AREA SUPV, PARKS SQUARES AND FACILITIES	Z	49.5	1032-1249	4	49.6	1037-1255	2255-2730	32,756
3466	ASST SUPT, PARKS SQUARES AND FACILITIES	Z	53.0	1220-1477	2	53.1	1226-1484	2667-3228	38,732
3474	SCHOOL GROUNDS SUPERVISOR		46.7	903-1093	1	46.8	908-1099	1975-2390	28,684
3506	AQUARIST		41.5	707- 854	3	41.6	710-0858	1544-1866	22,394
3508	SENIOR AQUARIST		43.3	769- 929	1	43.4	773-0934	1681-2031	24,377
3512	AQUARIUM EXHIBIT PREPARATOR		44.0	796- 961	0	44.1	800-0966	1740-2101	25,213
3516	AQUATIC COLLECTOR	Z	48.7	994-1203	1	48.8	998-1208	2171-2627	31,529
7119	MANAGER, SEWER REPAIR	Z	57.3	1499-1818	1	57.4	1506-1827	3276-3974	47,685
7211	CEMENT MASON SUPERVISOR II		50.3	1073-1298	1	50.4	1078-1304	2345-2836	34,034
7215	GENERAL LABORER SUPERVISOR I		43.5	777- 938	26	43.6	781-0943	1699-2051	24,612
7220	ASPHALT FINISHER SUPERVISOR I		45.1	838-1013	7	45.2	842-1018	1831-2214	26,570
7227	CEMENT FINISHER SUPERVISOR I		47.3	929-1125	2	47.4	934-1131	2031-2460	29,519
7246	SEWER REPAIR SUPERVISOR II		53.2	1232-1491	3	53.3	1237-1499	2690-3260	39,124

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED * CONTINUED

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7251	TRACK MAINTENANCE WORKER SUPERVISOR I...	47.3	929-1125	7	47.4	934-1131	2031-2460	29,519
7259	WATER AND POWER MAINTENANCE SUPERVISOR I	44.5	814- 984	2	44.6	818 0989	1779-2151	25,813
7280	SEWER REPAIR ASST SUPERINTENDENT..... Z	55.3	1362-1650	1	55.4	1368-1658	2975-3606	43,274
7281	STREET CLEANING SUPERVISOR II.....	51.4	1131-1368	4	51.5	1136-1375	2471-2991	35,888
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY....	48.5	984-1191	1	48.6	989-1197	2151-2603	31,242
7307	BRICKLAYER.....	50.5	1083-1310	5	50.6	1088-1316	2366-2862	34,348
7311	CEMENT MASON.....	46.3	887-1073	19	46.4	891-1078	1938-2345	28,136
7327	GRANITE CUTTER.....	41.5	707- 854	2	41.6	710-0858	1544-1866	22,394
7370	RIGGER.....	43.7	785- 947	0	43.8	788-0952	1714-2071	24,847
7404	ASPHALT FINISHER.....	43.2	766- 925	14	43.3	769-0929	1673-2021	24,247
7422	CRIBBER.....	43.8	788- 952	17	43.9	792-0956	1723-2079	24,952
7423	CRIBBER ASSISTANT SUPERVISOR.....	45.6	858-1037	15	45.7	862-1042	1875-2266	27,196
7428	HODCARRIER.....	46.2	882-1067	9	46.3	887-1073	1929-2334	28,005
7448	SEWER CLEANER.....	43.8	788- 952	5	43.9	792-0956	1723-2079	24,952
7457	TRAFFIC AND STREET SIGN MAINT WORKER....	42.5	742- 895	10	42.6	745-0899	1620-1955	23,464
7458	SWITCH REPAIRER.....	43.5	777- 938	5	43.6	781-0943	1699-2051	24,612
7502	ASPHALT WORKER.....	41.7	714- 862	16	41.8	717-0866	1559-1884	22,603
*7514	GENERAL LABORER.....	41.5	707- 854	242	41.6	710-0858	1544-1866	22,394
7530	STREET CLEANER.....	39.5	644- 777	89	39.6	647-0781	1407-1699	20,384
7540	TRACK MAINTENANCE WORKER.....	42.5	742- 895	23	42.6	745-0899	1620-1955	23,464
7560	FIELD CONSERVATION AIDE.....	CONTRACT RATE		0		CONTRACT RATE		
7562	FIELD CONSERVATION LEADER.....	43.5	777- 938	0	43.6	781-0943	1699-2051	24,612
7564	FIELD CONSERVATION SUPERVISOR II.....	47.3	929-1125	0	47.4	934-1131	2031-2460	29,519
7566	FIELD CONSERVATION SUPERINTENDENT.....	45.2	842-1018	0	45.3	846-1022	1840-2223	26,674
9916	PUBLIC SERVICE AIDE-PUBLIC WORKS.....		384- 384	0		386- 840		
9940	PUBLIC WORKS AIDE.....	4.60 HR		0		4.62 HR		

NUMBER OF CLASSES THIS BENCHMARK..... 63
NUMBER OF POSITIONS THIS BENCHMARK..... 1025

8146 D.A.'S INVESTIGATOR

1982-83 SALARY SCHEDULE 48.5 APPROX $2140 - $2365 - $2590 MO.
12.30 - 13.59 - 14.89 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	31	12.30	13.60	14.89		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
STATE OF CALIFORNIA	4	10.86	11.98	13.09	48	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00	10-15-19-50
ALAMEDA COUNTY	38	12.90	14.50	16.09	551	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	6	11.95	13.24	14.52	79	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
MARIN COUNTY	5	11.06	12.20	13.34	61	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00	10-15-20-30
SAN MATEO COUNTY	6	12.09	13.60	15.10	82	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	28	13.55	15.02	16.48	421	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
TOTALS ... 6	87	.....			1,242										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.28 HR. 2485 MO.
RATE RANGE 12.85 TO 15.71 HR. 2236 TO 2734 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8146 DISTRICT ATTORNEY'S INVESTIGATOR *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2524	CORONER'S ESTATE INVESTIGATOR.....	40.7	681- 822	1	41.8	717-0866	1559-1884	22,603
2580	CORONER'S INVESTIGATOR.....	46.2	882-1067	10	47.3	929-1125	2021-2447	29,363
4230	ESTATE INVESTIGATOR..... Z	43.5	777- 938	3	44.6	818-0989	1779-2151	25,813
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY Z	44.9	830-1003	1	46.0	874-1057	1901-2299	27,588
8140	RETIREMENT SYSTEM INVESTIGATOR..... Z	44.9	830-1003	3	46.0	874-1057	1901-2299	27,588
8142	PUBLIC DEFENDER'S INVESTIGATOR..... Z	48.5	984-1191	10	49.6	1037-1255	2255-2730	32,756
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR...	50.2	1067-1291	1	51.3	1125-1362	2447-2962	35,548
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY. Z	55.0	1342-1626	1	56.1	1414-1714	3075-3728	44,735
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR Z	52.8	1208-1463	1	53.9	1273-1543	2769-3356	40,272
*8146	DISTRICT ATTORNEY'S INVESTIGATOR..... Z	48.5	984-1191	21	49.6	1037-1255	2255-2730	32,756
8147	SENIOR DISTRICT ATTORNEY'S INVESTIGATOR. Z	50.2	1067-1291	6	51.3	1125-1362	2447-2962	35,548
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR.. Z	52.8	1208-1463	1	53.9	1273-1543	2769-3356	40,272
8149	ASST CHIEF DIST ATTORNEY'S INVESTIGATOR. Z	51.5	1136-1375	1	52.6	1197-1450	2603-3154	37,845
8150	CHIEF WELFARE FRAUD INVESTIGATOR..... Z	56.3	1429-1731	1	57.4	1506-1827	3276-3974	47,685
8154	CONSUMMER MEDIATION REPRESENTATIVE.....	41.2	697- 842	2	42.3	735-0887	1599-1929	23,151
8157	FAMILY SUPPORT INVESTIGATOR I..... Z	42.3	735- 887	26	43.4	773-0934	1681-2031	24,377
8158	FAMILY SUPPORT INVESTIGATOR II..... Z	45.4	850-1027	21	46.5	895-1083	1947-2356	28,266
8159	FAMILY SUPPORT INVESTIGATOR III..... Z	49.0	1008-1220	11	50.1	1062-1285	2310-2795	33,539
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU.. Z	52.0	1163-1407	2	53.1	1226-1484	2667-3228	38,732
8161	CHIEF, FAMILY SUPPORT BUREAU..... Z	55.0	1342-1626	1	56.1	1414-1714	3075-3728	44,735
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR Z	51.4	1131-1368	2	52.5	1191-1443	2590-3137	37,662
8166	COMPENSATION CLAIMS SUPERVISOR..... Z	54.8	1329-1611	1	55.9	1401-1698	3047-3693	44,318
9155	CLAIMS INVESTIGATOR.....	51.3	1125-1362	2	52.4	1185-1436	2577-3123	37,480
9156	SENIOR CLAIMS INVESTIGATOR.....	52.4	1185-1436	0	53.5	1249-1513	2717-3291	39,489
9157	CLAIMS ADJUSTER.....	52.4	1185-1436	1	53.5	1249-1513	2717-3291	39,489
9158	ASSISTANT CLAIMS AGENT..... Z	54.6	1316-1596	0	55.7	1388-1682	3019-3658	43,900
9159	GENERAL CLAIMS AGENT..... Z	61.5	1835-2230	1	62.6	1936-2354	4211-5120	61,439

NUMBER OF CLASSES THIS BENCHMARK..... 27
NUMBER OF POSITIONS THIS BENCHMARK..... 131

8176 TRIAL ATTORNEY

1982-83 SALARY SCHEDULE 52.6

APPROX $2603 - $2879 - $3154 MO.
14.96 - 16.55 - 18.13 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	63	14.97	16.55	18.13		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
STATE OF CALIFORNIA	8	15.43	17.04	18.65	136	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-	168.00	10-15-19-50
ALAMEDA COUNTY	18	15.94	17.67	19.39	318	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-	137.14	10-15-20-20
MARIN COUNTY	5	13.86	14.55	15.23	73	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-	156.00	10-15-20-30
SAN MATEO COUNTY	13	14.45	16.25	18.05	211	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-	126.51	13-16-21-24
SANTA CLARA COUNTY	0	13.55	15.01	16.47	0	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
SANTA CLARA COUNTY	0	13.55	15.01	16.47	0	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-	123.00	10-16-20-22
CITY OF BERKELEY	1	19.06	21.23	23.40	21	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-	169.00	10-15-20-25
TOTALS ... 6	45	.....			759											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 16.87 HR. 2935 MO.
RATE RANGE 15.18 TO 18.56 HR. 2641 TO 3229 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 8176 TRIAL ATTORNEY, CIVIL AND CRIMINAL *
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CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	49.1	1013-1226	11	49.6	1037-1255	2255-2730	32,756
*8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL.....	Z	52.6	1197-1450	35	53.1	1226-1484	2667-3228	38,732
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL....	Z	56.1	1414-1714	35	56.6	1450-1756	3154-3819	45,832
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	60.1	1714-2084	67	60.6	1756-2135	3819-4644	55,724
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	62.1	1890-2297	11	62.6	1936-2354	4211-5120	61,439
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL.....	Z	61.6	1844-2242	21	62.1	1890-2297	4111-4996	59,952
8183	ASSISTANT CHIEF ATTORNEY II (CIVIL AND C	Z	62.6	1936-2354	3	63.1	1985-2412	4317-5246	62,953
8184	CHIEF ATTORNEY II.....	Z	64.8	2156-2621	4	65.3	2209-2685	4805-5840	70,079
8185	DIRECTOR, FAMILY SUPPORT BUREAU.....	Z	63.2	1994-2424	1	63.7	2043-2483	4444-5401	64,806
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	58.3	1573-1909	1	58.8	1611-1955	3504-4252	51,026
8190	ATTORNEY, TAX COLLECTOR.....	Z	58.3	1573-1909	1	58.8	1611-1955	3504-4252	51,026
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	60.1	1714-2084	1	60.6	1756-2135	3819-4644	55,724
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)...	Z	63.6	2033-2472	1	64.1	2084-2533	4533-5509	66,111

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 192

8204 INSTITUTIONAL POLICE OFFICER

1982-83 SALARY SCHEDULE 40.8

APPROX $1488 - $1643 - $1797 MO.
8.55 - 9.44 - 10.33 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	41	8.55	9.44	10.33		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
STATE OF CALIFORNIA	41	8.84	9.73	10.62	399	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-	168.00	10-15-19-50
ALAMEDA COUNTY	15	7.85	8.59	9.32	129	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-	137.14	10-15-20-20
SANTA CLARA COUNTY	15	7.53	8.30	9.07	125	40.0	12	YES	NO	12	YES	YES	13.6%	$ 53.00-	123.00	10-16-20-22
OAKLAND CITY SCHOOL DIST.	6	7.75	8.58	9.40	51	37.5	14	YES	YES	12	YES	YES	12.0%	$ 57.00-	143.00	10-15-25-25
U.C.MEDICAL CENTER S.F.	13	9.65	10.63	11.60	138	40.0	11	YES	YES	12	YES	*	14.9%	$ 71.00-	168.00	15-15-21-24
U.C. BERKELEY	43	9.10	10.03	10.95	431	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-	150.28	15-15-21-24
TOTALS ... 6	133	.....			1,273											

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1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8204 INSTITUTIONAL POLICE OFFICER *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7270	WATERSHED KEEPER SUPERVISOR	40.8	684- 826	3	41.2	697-0842	1516-1831	21,976
7426	ELEVATOR OPERATOR	32.6	467- 562	6	33.0	475-0572	1033-1244	14,929
7470	WATERSHED KEEPER	39.5	644- 777	22	39.9	655-0792	1425-1723	20,671
7542	WATERSHED WORKER (SEASONAL AS NEEDED)	5.89 HR		0		6.01 HR		
8201	SCHOOL CROSSING GUARD	4.99 HR		0		5.09 HR		
8202	SECURITY GUARD	34.6	512- 617	61	35.0	521-0628	1133-1366	16,391
8203	SCHOOL PATROL AIDE	38.6	617- 745	1	39.0	628-0758	1366-1649	19,784
*8204	INSTITUTIONAL POLICE OFFICER	40.8	684- 826	41	41.2	697-0842	1516-1831	21,976
8205	INSTITUTIONAL POLICE SERGEANT	43.0	758- 916	5	43.4	773-0934	1681-2031	24,377
8206	INSTITUTIONAL POLICE CAPTAIN	47.0	916-1109	2	47.4	934-1131	2031-2460	29,519
8207	BUILDING AND GROUNDS PATROL OFFICER	38.6	617- 745	28	39.0	628-0758	1366-1649	19,784
8208	PARK PATROL OFFICER	38.6	617- 745	18	39.0	628-0758	1366-1649	19,784
8209	INSTITUTIONAL POLICE LIEUTENANT Z	45.0	834-1008	2	45.4	850-1027	1849-2234	26,805
8210	HEAD PARK PATROL OFFICER	43.0	758- 916	1	43.4	773-0934	1681-2031	24,377
8218	MUNICIPAL TRANSIT POLICE OFFICER Z	40.8	684- 826	0	41.2	697-0842	1516-1831	21,976
8226	MUSEUM GUARD	38.6	617- 745	35	39.0	628-0758	1366-1649	19,784
8228	SENIOR MUSEUM GUARD	40.8	684- 826	2	41.2	697-0842	1516-1831	21,976
8230	CHIEF MUSEUM GUARD	43.0	758- 916	2	43.4	773-0934	1681-2031	24,377
8231	MUSEUM SERVICES CO-ORDINATOR Z	47.3	929-1125	1	47.7	947-1147	2060-2495	29,937
8272	TECH INSTRUCT ASST, CAMPUS CONTROL	35.6	536- 647	1	36.0	546-0658	1188-1431	17,174
9174	SECURITY CHIEF, MUNICIPAL RAILWAY Z	48.2	970-1174	0	48.6	989-1197	2151-2603	31,242
9918	PUBLIC SERVICE AIDE-SECURITY		485- 485	0		495- 495		
9980	FIRE SAFETY TECHNICIAN	5.80 HR		0		5.92 HR		

NUMBER OF CLASSES THIS BENCHMARK..... 23
NUMBER OF POSITIONS THIS BENCHMARK..... 231

8214 PARKING CONTROL OFFICER

1982-83 SALARY SCHEDULE 39.0 — APPROX $1366 - $1508 - $1649 MO.
7.85 - 8.67 - 9.48 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	193	7.85	8.67	9.48		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
CITY OF BERKELEY	12	8.35	8.63	8.90	104	40.0	15	YES	NO	12	YES	NO	6.7%	$ 70.00-169.00		10-15-20-25
CITY OF DALY CITY	4	6.90	7.65	8.39	31	40.0	12	YES	NO	12	YES	NO	7.0%	$ 55.17-128.00		10-15-20-25
CITY OF OAKLAND	21	8.28	8.74	9.20	184	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13		10-15-18-25
CITY OF SAN JOSE	10	7.31	8.10	8.88	81	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99		10-15-21-21
CITY OF SAN MATEO	0	7.17	7.88	8.58	0	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56- 95.56		10-15-20-60
CITY OF SAN MATEO	11	7.89	8.67	9.44	95	40.0	12	YES	YES	12	YES	YES	7.0%	$ 95.56- 95.56		10-15-20-60
U.C. BERKELEY	5	6.33	6.87	7.40	34	40.0	11	YES	YES	12	YES	*	15.0%	$ 36.68-150.28		15-15-21-24
* * * BAY AREA DATA INSUFFICIENT * * *																
CITY OF LOS ANGELES	345	8.26	9.26	10.26	3,195	40.0	11.5	YES	NO	12	YES	NO	16.0%	$ 60.72-151.00		10-15-18-20
CITY OF SAN DIEGO	17	6.10	6.74	7.38	115	40.0	9	YES	YES	*	NO	NO	**. %	$ 54.34- * .		* -* -* -*
TOTALS ... 8	425	.....			3,839											

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1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8214 PARKING CONTROL OFFICER *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7454	TRAFFIC SIGNAL OPERATOR.....	36.0	546- 658	8	36.9	570-0688	1240-1496	17,957
8213	POLICE SERVICES AIDE.....	44.6	818- 989	31	45.5	854-1032	1857-2245	26,935
*8214	PARKING CONTROL OFFICER.....	39.0	628- 758	148	39.9	655-0792	1425-1723	20,671
8215	TRAFFIC CONTROL OFFICER.....	40.0	658- 796	12	40.9	688-0830	1496-1805	21,663
8274	POLICE CADET.....		518- 518	0		541- 541		

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 199

8238 POLICE COMMUNICATIONS DISPATCHER

1982-83 SALARY SCHEDULE 41.0 — APPROX $1503 - $1659 - $1814 MO.
8.64 - 9.53 - 10.43 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	101	8.64	9.54	10.43		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
ALAMEDA COUNTY	43	8.05	8.86	9.67	381	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	37	8.40	9.31	10.21	344	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
MARIN COUNTY	10	8.39	9.24	10.09	92	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00	10-15-20-30
SANTA CLARA COUNTY	47	10.25	11.32	12.38	532	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
SANTA CLARA COUNTY	63	9.21	10.16	11.11	640	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
CITY OF DALY CITY	13	8.59	9.52	10.45	124	40.0	12	YES	NO	12	YES	NO	7.0%	$ 55.17-128.00	10-15-20-25
CITY OF OAKLAND	55	9.60	10.10	10.60	556	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13	10-15-18-25
TOTALS ... 6	268	.....			2,669										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.96 HR. 1733 MO.
RATE RANGE 8.96 TO 10.96 HR. 1559 TO 1907 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8238 POLICE COMMUNICATIONS DISPATCHER *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1706	TELEPHONE OPERATOR.....	34.2	503- 605	20	35.2	526-0634	1144-1379	16,547
1708	SENIOR TELEPHONE OPERATOR.....	36.2	552- 664	35	37.2	578-0697	1257-1516	18,192
1710	CHIEF TELEPHONE OPERATOR.....	39.2	634- 766	4	40.2	664-0803	1444-1747	20,958
8234	FIRE ALARM DISPATCHER.....	44.1	800- 966	5	45.1	838-1013	1823-2203	26,439
8236	CHIEF FIRE ALARM DISPATCHER.....	47.6	943-1141	0	48.6	989-1197	2151-2603	31,242
*8238	POLICE COMMUNICATIONS DISPATCHER.....	41.0	691- 834	67	42.0	724-0874	1575-1901	22,811
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER.	44.0	796- 961	0	45.0	834-1008	1814-2192	26,309
9202	AIRPORT COMMUNICATIONS OPERATOR.....	39.0	628- 758	20	40.0	658-0796	1431-1731	20,776
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION.	41.0	691- 834	7	42.0	724-0874	1575-1901	22,811
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....	45.7	862-1042	1	46.7	903-1093	1964-2377	28,527
9205	AIRPORT COMMUNICATIONS COORDINATOR..... Z	49.7	1042-1261	1	50.7	1093-1323	2377-2878	34,530

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 160

8260 CRIMINALIST

1982-83 SALARY SCHEDULE 50.2 APPROX $2321 - $2565 - $2808 MO.
13.34 - 14.74 - 16.14 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	7	13.34	14.74	16.14		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
ALAMEDA COUNTY	0	14.34	15.79	17.24	0	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
ALAMEDA COUNTY	4	15.72	17.34	18.95	69	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14	10-15-20-20
CONTRA COSTA COUNTY	3	11.74	13.00	14.26	39	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
CONTRA COSTA COUNTY	8	13.57	15.04	16.51	120	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73	10-15-20-35
SAN MATEO COUNTY	3	13.41	15.09	16.76	45	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51	13-16-21-24
SANTA CLARA COUNTY	5	14.91	16.48	18.04	82	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
SANTA CLARA COUNTY	0	12.92	14.28	15.64	0	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00	10-16-20-22
CITY OF OAKLAND	3	16.01	16.86	17.71	51	37.5	13	YES	NO	12	YES	NO	17.4%	$ 47.07-136.13	10-15-18-25
TOTALS ... 5	26	.....			406										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.62 HR. 2710 MO.
RATE RANGE 14.06 TO 17.18 HR. 2446 TO 2989 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8260 CRIMINALIST *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8249	FINGERPRINT TECHNICIAN I.....		40.0	658- 796	0	41.2	697-0842	1516-1831	21,976
8250	FINGERPRINT TECHNICIAN II.....		41.4	704- 850	26	42.6	745-0899	1620-1955	23,464
8251	FINGERPRINT TECHNICIAN III.....		42.9	755- 912	6	44.1	800-0966	1740-2101	25,213
*8260	CRIMINALIST.....	Z	50.2	1067-1291	7	51.4	1131-1368	2460-2975	35,705
8262	SENIOR CRIMINALIST.....	Z	55.2	1355-1642	2	56.4	1436-1740	3123-3785	45,414

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 41

8304 DEPUTY SHERIFF

1982-83 SALARY SCHEDULE 44.5 APPROX $1770 - $1955 - $2140 MO.
10.17 - 11.24 - 12.30 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	217	10.17	11.24	12.30		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
STATE OF CALIFORNIA	507	9.25	9.94	10.62	5,040	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
ALAMEDA COUNTY	387	10.33	11.44	12.55	4,427	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14		10-15-20-20
CONTRA COSTA COUNTY	171	10.33	11.44	12.55	1,956	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73		10-15-20-35
MARIN COUNTY	61	9.75	10.80	11.84	659	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00		10-15-20-30
SAN MATEO COUNTY	162	10.17	11.45	12.72	1,855	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SANTA CLARA COUNTY	578	11.70	12.96	14.22	7,491	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
TOTALS ... 6	1866	.....			21,428											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.48 HR. 1998 MO.
RATE RANGE 10.33 TO 12.63 HR. 1797 TO 2198 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8304 DEPUTY SHERIFF *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8217	STATION OFFICER	44.5	814- 984	5	45.0	834-1008	1814-2192	26,309
8301	SHERIFF'S PROPERTY KEEPER	39.2	634- 766	0	39.7	650-0785	1414-1707	20,489
8303	SHERIFF'S CIVIL PROCESS ASSISTANT	40.2	664- 803	2	40.7	681-0822	1481-1788	21,454
*8304	DEPUTY SHERIFF	44.5	814- 984	219	45.0	834-1008	1814-2192	26,309
8306	SENIOR DEPUTY SHERIFF	46.6	899-1088	82	47.1	920-1114	2001-2423	29,075
8308	SHERIFF'S SERGEANT	48.6	989-1197	27	49.1	1013-1226	2203-2667	31,999
8310	SHERIFF'S LIEUTENANT	51.4	1131-1368	15	51.9	1158-1401	2519-3047	36,566
8312	SHERIFF'S CAPTAIN	54.2	1291-1565	3	54.7	1323-1603	2878-3487	41,838
8314	CHIEF DEPUTY SHERIFF Z	54.6	1316-1596	3	55.1	1349-1634	2934-3554	42,647
8315	ASSISTANT SHERIFF Z	56.6	1450-1756	1	57.1	1484-1800	3228-3915	46,980
9210	AIRPORT POLICE OFFICER	44.6	818- 989	138	45.1	838-1013	1823-2203	26,439
9211	AIRPORT POLICE SERGEANT	47.6	943-1141	18	48.1	966-1169	2101-2543	30,511
9215	AIRPORT POLICE LIEUTENANT	50.4	1078-1304	8	50.9	1104-1336	2401-2906	34,870
9216	AIRPORT POLICE CAPTAIN	53.2	1232-1491	3	53.7	1261-1528	2743-3323	39,881
9218	CHIEF, BUREAU OF AIRPORT SECURITY Z		1845-1845	1		1891-1891		
9350	HARBOR POLICE OFFICER	44.6	818- 989	5	45.1	838-1013	1823-2203	26,439

NUMBER OF CLASSES THIS BENCHMARK..... 16
NUMBER OF POSITIONS THIS BENCHMARK..... 530

8320 COUNSELOR - JUVENILE HALL

1982-83 SALARY SCHEDULE 42.1 — APPROX $1583 - $1747 - $1910 MO. / 9.10 - 10.04 - 10.98 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	47	9.10	10.04	10.98		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
STATE OF CALIFORNIA	0	9.68	10.67	11.66	0	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
ALAMEDA COUNTY	74	8.71	9.65	10.59	714	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14		10-15-20-20
CONTRA COSTA COUNTY	6	8.55	9.47	10.39	57	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73		10-15-20-35
MARIN COUNTY	5	9.81	10.88	11.94	54	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00		10-15-20-30
SAN MATEO COUNTY	22	8.67	9.76	10.84	215	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SANTA CLARA COUNTY	20	8.60	9.54	10.47	[illegible]	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
SANTA CLARA COUNTY	76	9.49	10.51	11.53	799	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
TOTALS ... 6	203	.....			2,030											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.00 HR. 1740 MO.
RATE RANGE 9.00 TO 11.00 HR. 1566 TO 1914 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS 8320 COUNSELOR-JUVENILE HALL

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8316	ASSISTANT COUNSELOR		36.8	567- 684	19	36.8	567-0684	1233-1488	17,852
8318	COUNSELOR II	Z	44.1	800- 966	10	44.1	800-0966	1740-2101	25,213
*8320	COUNSELOR-JUVENILE HALL	Z	42.1	728- 878	47	42.1	728-0878	1583-1910	22,916
8321	COUNSELOR-BOYS' RANCH SCHOOL	Z	43.6	781- 943	11	43.6	781-0943	1699-2051	24,612
8322	SENIOR COUNSELOR-JUVENILE HALL	Z	46.1	878-1062	8	46.1	878-1062	1910-2310	27,718
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL	Z	46.4	891-1078	1	46.4	891-1078	1938-2345	28,136
8324	SUPERVISING COUNSELOR, (JUVENILE COURT)	Z	48.4	979-1185	3	48.4	979-1185	2129-2577	30,929
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL	Z	50.1	1062-1285	2	50.1	1062-1285	2310-2795	33,539
8330	DIRECTOR, BOYS' RANCH SCHOOL	Z	52.3	1180-1429	1	52.3	1180-1429	2567-3108	37,297
8340	ASSISTANT DIRECTOR, JUVENILE HALL	Z	50.1	1062-1285	1	50.1	1062-1285	2310-2795	33,539
8344	DIRECTOR OF INSTITUTIONS, JUVENILE COURT	Z	55.3	1362-1650	1	55.3	1362-1650	2962-3589	43,065

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 104

8440 PROBATION OFFICER

1982-83 SALARY SCHEDULE 46.4 — APPROX $1938 - $2142 - $2345 MO. / 11.14 - 12.31 - 13.48 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE CONTR	MO. HEALTH EMPL	FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	89	11.14	12.31	13.48		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23-	55.23	10-15-20-20
STATE OF CALIFORNIA	28	11.66	12.86	14.05	360	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
STATE OF CALIFORNIA	54	11.66	12.86	14.05	694	40.0	12	YES	YES	12	YES	YES	18.3%	$ 71.00-168.00		10-15-19-50
U.S. GOVERNMENT	0	9.70	11.16	12.61	0	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
U.S. GOVERNMENT	2	11.74	13.50	15.26	27	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
U.S. GOVERNMENT	23	14.07	16.18	18.29	372	40.0	9	YES	NO	13	NO	NO	7.0%	$ 25.00- 60.00		13-18-26-26
ALAMEDA COUNTY	179	10.42	11.57	12.71	2,071	37.5	14	NO	NO	13	YES	YES	18.2%	$ 47.42-137.14		10-15-20-20
CONTRA COSTA COUNTY	10	10.69	11.84	12.99	118	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73		10-15-20-35
MARIN COUNTY	25	9.81	10.88	11.94	272	40.0	13	YES	YES	12	YES	NO	16.3%	$ 70.00-156.00		10-15-20-30
SAN MATEO COUNTY	4	10.77	12.12	13.46	48	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SAN MATEO COUNTY	109	11.39	12.82	14.24	1,397	40.0	11	YES	YES	12	YES	YES	17.3%	$ 47.04-126.51		13-16-21-24
SANTA CLARA COUNTY	23	9.49	10.51	11.53	242	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
SANTA CLARA COUNTY	191	10.98	12.17	13.35	2,324	40.0	12	YES	NO	12	YES	YES	13.8%	$ 53.00-123.00		10-16-20-22
CONTRA COSTA COUNTY	113	11.50	12.74	13.98	1,440	40.0	12	YES	YES	12	YES	YES	17.0%	$ 55.97-122.73		10-15-20-35
TOTALS ... 8	761	.....			9,365											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN RATE RANGE: 12.31 HR. (11.08 TO 13.54 HR.); 2142 MO. (1928 TO 2356 MO.)

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8440 PROBATION OFFICER *

CLASS	CLASS TITLE - DESCRIPTION		1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8401	PROBATION ASSISTANT.....		41.9	721- 870	0	42.0	724-0874	1575-1901	22,811
8402	PROBATION OFFICER TRAINEE.....	Z		643- 643	0		646- 646		
8407	TRAFFIC HEARING OFFICER, JUVENILE COURT.	Z	52.4	1185-1436	1	52.5	1191-1443	2590-3139	37,662
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	50.4	1078-1304	14	50.5	1083-1310	2356-2849	34,191
8419	PRISONER SERVICES COUNSELOR.....	Z	46.9	912-1104	6	47.0	916-1109	1992-2412	28,945
8420	REHABILITATION SERVICES COORDINATOR.....	Z	48.9	1003-1214	2	49.0	1008-1220	2192-2654	31,842
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....	Z	39.6	647- 781	0	39.7	650-0785	1414-1707	20,489
8423	NEIGHBORHOOD COORDINATOR.....	Z	43.6	781- 943	0	43.7	785-0947	1707-2060	24,717
8424	SENIOR NEIGHBORHOOD COORDINATOR.....	Z	48.4	979-1185	0	48.5	984-1191	2140-2590	31,085
8425	PROJECT COORDINATOR, SAFE.....	Z	50.4	1078-1304	0	50.5	1083-1310	2356-2849	34,191
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	50.4	1078-1304	8	50.5	1083-1310	2356-2849	34,191
*8440	PROBATION OFFICER.....	Z	46.4	891-1078	89	46.5	895-1083	1947-2356	28,266
8442	SENIOR PROBATION OFFICER.....	Z	48.4	979-1185	47	48.5	984-1191	2140-2590	31,085
8446	COURT ALTERNATIVE SPECIALIST I.....		43.4	773- 934	1	43.5	777-0938	1690-2040	24,482
8448	COURT ALTERNATIVE SPECIALIST II.....		47.4	934-1131	0	47.5	938-1136	2040-2471	29,650
8450	CRIMINAL JUSTICE SPECIALIST I.....	Z	43.6	781- 943	0	43.7	785-0947	1707-2060	24,717
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	50.0	1057-1279	1	50.1	1062-1285	2310-2795	33,539
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	53.3	1237-1499	0	53.4	1243-1506	2704-3276	39,307
8464	ASST SECRETARY, COUNTY PAROLE COMM.....		43.6	781- 943	1	43.7	785-0947	1707-2060	24,717
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	56.2	1421-1723	1	56.3	1429-1731	3108-3765	45,179

NUMBER OF CLASSES THIS BENCHMARK..... 20
NUMBER OF POSITIONS THIS BENCHMARK..... 171

9220 AIRPORT OPERATIONS SUPERVISOR

1982-83 SALARY SCHEDULE 50.9 — APPROX $2401 - $2654 - $2906 MO. / 13.80 - 15.25 - 16.70 HR.

JURISDICTION	NUM OF POS.	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN-TAL	SOC SEC	RETIRE EMPL	MO. HEALTH FAMILY	VACATION 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	9	13.80	15.25	16.70		40.0	13	NO	NO	13	NO	YES	16.9%	$ 55.23- 55.23	10-15-20-20
CITY OF SAN JOSE	3	13.45	14.90	16.34	45	40.0	11	YES	NO	12	YES	NO	7.2%	$ 65.66-158.99	10-15-21-21
PORT OF OAKLAND	10	14.53	15.39	16.25	154	40.0	14	YES	NO	12	YES	NO	17.3%	$ 47.35-136.97	10-15-18-25
* * * BAY AREA DATA INSUFFICIENT * * *															
ORANGE COUNTY	1	14.59	16.86	19.13	17	40.0	11	NO	NO	12	NO	NO	14.4%	$ 52.68-158.88	10-15-20-20
CITY OF LOS ANGELES	0	13.31	14.92	16.53	0	40.0	11.5	YES	NO	12	YES	NO	16.0%	$ 60.72-151.00	10-15-18-20
CITY OF LOS ANGELES	13	14.89	16.70	18.51	217	40.0	11.5	YES	NO	12	YES	NO	16.0%	$ 60.72-151.00	10-15-18-20
TOTALS ... 4	27	.....			433										

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN: 16.04 HR. / 2791 MO.
RATE RANGE: 14.44 TO 17.64 HR. / 2513 TO 3069 MO.

1983 - 1984
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 9220 AIRPORT OPERATIONS SUPERVISOR *

CLASS	CLASS TITLE - DESCRIPTION	1982-83 SCHEDULE NUMBER	1982-83 BI-WEEKLY SALARY	1982-83 BUD POS	1983-84 RECOMMENDED RATES SCHEDULE NUMBER	1983-84 RECOMMENDED RATES BI-WEEKLY SALARY	1983-84 RECOMMENDED RATES APPROX. MO. SALARY	1983-84 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
5285	AIRPORT NOISE ABATEMENT OFFICER..... Z	55.1	1349-1634	1	56.2	1421-1723	3091-3748	44,970
9212	AIRFIELD SAFETY OFFICER.....	46.2	882-1067	16	47.3	929-1125	2021-2447	29,363
9213	SENIOR AIRFIELD SAFETY OFFICER.....	48.2	970-1174	9	49.3	1022-1237	2223-2690	32,286
*9220	AIRPORT OPERATIONS SUPERVISOR.....	50.9	1104-1336	9	52.0	1163-1407	2530-3060	36,723
9222	AIRPORT OPERATIONS COORDINATOR..... Z	53.4	1243-1506	1	54.5	1310-1588	2849-3454	41,447
9226	AIRPORT OPERATIONS SUPERINTENDENT..... Z	55.9	1401-1698	2	57.0	1477-1791	3212-3895	46,745
9250	AIRPORT MAINTENANCE SUPERVISOR..... Z	51.7	1147-1388	2	52.8	1208-1463	2627-3182	38,184
9252	AIRPORT MAINTENANCE SUPERINTENDENT..... Z	54.4	1304-1580	1	55.5	1375-1666	2991-3624	43,483
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS... Z	58.6	1596-1936	1	59.7	1682-2043	3658-4444	53,322
9255	AIRPORT ECONOMIC PLANNER..... Z	55.1	1349-1634	1	56.2	1421-1723	3091-3748	44,970
9256	AIRPORT ASST GEN MGR, OPERATIONS & MAINT Z	58.6	1596-1936	2	59.7	1682-2043	3658-4444	53,322
9258	AIRPORT ASST DEPUTY DIRECTOR, BUS ADMIN. Z	58.6	1596-1936	2	59.7	1682-2043	3658-4444	53,322
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL Z	58.6	1596-1936	1	59.7	1682-2043	3658-4444	53,322
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR Z		2568-2568	1		2568-2568		

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 49

GRAND TOTAL NUMBER OF CLASSES..... 1460
GRAND TOTAL NUMBER OF POSITIONS..... 18489

1144-85 13

FISCAL YEAR 1984-1985

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SALARY AND WAGE SURVEY

STAFF RECOMMENDATIONS

APPLICABLE TO EMPLOYEES IN CLASSES GOVERNED BY THE PROVISIONS OF CHARTER SECTIONS 8.400, 8.401 & 8.407 JANUARY 9, 1984

SAN FRANCISCO CIVIL SERVICE COMMISSION 151 CITY HALL

FISCAL YEAR 1984-1985

SALARY AND WAGE SURVEY

STAFF RECOMMENDATIONS

APPLICABLE TO EMPLOYEES IN CLASSES GOVERNED BY THE PROVISIONS OF CHARTER SECTIONS 8.400, 8.401 & 8.407 JANUARY 9, 1984

SAN FRANCISCO CIVIL SERVICE COMMISSION 151 CITY HALL

SALARY SURVEY REPORT

1984-85

In accordance with applicable provisions of the Charter of the City and County of San Francisco, data displayed on the following pages were collected for 56 "benchmark" classifications by the Civil Service Commission Staff from Bay Area public agencies in the counties of Alameda, Contra Costa, Marin, San Francisco, San Mateo and Santa Clara; the ten most populous cities in these counties; San Jose, Oakland, Daly City, Berkeley, Hayward, Fremont, San Mateo, Concord, Santa Clara, Sunnyvale; and agencies of the State and Federal governments, school districts and other special districts in the six Bay Area Counties.

Where it was determined that insufficient salary and wage data were available from Bay Area public jurisdictions, the staff surveyed major public agencies in other parts of the State which employ more than 3,000 persons.

Additionally, private basic pay rate data are included in the survey and were collected by a recognized governmental Bay Area salary and wage survey of private employers in the Bay Area cities and counties listed above.

NOTE: The data included in this report were compiled prior to January 1, 1984. Before completion of the 1984-85 salary setting process, changes or updating of data will be presented to the Civil Service Commission for its consideration and recommendation for final submission and report to the Board of Supervisors.

There are approximately 26,119 permanent positions established in the City and County service, exclusive of certified personnel in the Board of Education. The compensations for these employments are fixed as follows:

Type of Employment	No. of Classes	No. of Positions	Method
Miscellaneous, including Trades and Crafts employees	1,396	19,286	Rates set in accordance with generally prevailing wages for like service and working conditions in private employment and in other comparable governmental organizations in State of California. Charter Section 8.400, 8.401 and 8.407. A complete study of internal adjustments has not been completed as of this printing. Such studies and reports will be presented to the Civil Service Commission for its consideration during the remainder of the salary standardization procedure.
Railway Platform Personnel	1	1,867	Rates set yearly, not to exceed the average of the two highest wage schedules paid comparable classifications by street railway systems employing not less than 400 platform employees and/or coach and bus operators and operating in United States municipalities with a population of 500,000 or over. Charter Section 8.404. 9163 Transit Operator $12.00 per hour . . . . . (Monthly equivalent $2088.)
Police and Fire	32	3,541	Basic rates set yearly at a rate which is the average wage paid comparable classifications in California cities with a population of 350,000 or over. Charter Section 8.405. Q2 Police Officer and H2 Firefighter $2181 to $2525 per month ($12.53 to $14.51 per hour).

Type of Employment	No. of Classes	No. of Positions	Method
Registered Nurse	21	1,045	Rates set yearly not to exceed the highest prevailing salary schedule granted by collective bargaining agreements to comparable registered nurse employees in public and private employment in the counties of Alameda, Contra Costa, Marin, San Mateo, San Francisco and Santa Clara. Charter Section 8.403. 2320 Registered Nurse - $2323 to $2636 per month ($13.35 to $15.15 per hour).
Municipal and Superior Courts	63	376	Rates set in accordance with State law. Charter Sections 4.102 and 4.103.
Superintendent of Schools	1	1	Rate set by Charter Section 5.102.
Law Library	3	3	Rate set by Department Head. Charter Section 4.104.

This report covers miscellaneous employments only. These miscellaneous employments are covered by the provisions of Section 8.401 of the Charter which provide that at least every five years a salary survey shall be made. It also provides that salary surveys shall be made more often if in the judgment of the Civil Service Commission or the Board of Supervisors economic conditions have changed to the extent that revision of existing schedules may be warranted. At the request of the Board of Supervisors, salary surveys have been made every year since 1946.

METHOD OF COMPUTATION OF PREVAILING RATES OF WAGES

The Charter Section 8.407 Definition of Generally Prevailing Rates of Wages, states how the prevailing rates of wages are to be computed. The term prevailing rates of wages is defined as the rate ranges developed from the weighted average of (1) the midpoint of the basic rate, excluding fringe benefits for surveyed public employments and (2) the median of the pay rates for private employment. This Charter section stipulates that the midpoints from public employment data and the medians from private employment data are to be multiplied by the number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees survyed for that classification. The quotient is the average of the midpoint and median. This Charter section further states that the weighted average of the midpoints and medians is to be extended by ten percent (10%) to establish the maximum of the range and reduced by ten percent (10%) to establish the minimum of the range. This information appears in the starred box.

Some agencies do not establish salary ranges for positions comparable to City and County of San Francisco benchmarks but utilize flat rates instead. To avoid distorting data in computing the weighted average of the midpoints and medians, where applicable, a weighted average of the flat rates is computed. A combined weighted average prevailing rate is then computed as follows:

1. The product of the number of employments in agencies reporting flat rates times the minimum of the weighted average of the flat rates, plus

2. The number of employments in agencies reporting salary ranges times the minimum of the weighted average of the midpoints and medians.

3. The sum of 1. and 2. above is then divided by the number of employments in all agencies that report salary data for the benchmark, to arrive at

4. The minimum of the combined weighted average prevailing rate.

The same formula is used to compute the maximum of the combined weighted average prevailing rate.

1984-85 SALARY SURVEY

BENCHMARK	BUDGETED POSITIONS	STEP INCREASE	APPROX. %
---- MULTIPLE BENCHMARKS	133	0.7	3½%
1233 AFFIRMATIVE ACTION SPECIALIST	51	1.1	5½%
1242 PERSONNEL ANALYST	149	1.0	5%
1314 PUBLIC RELATIONS OFFICER	24	0.5	2½%
1444 CLERK STENOGRAPHER	3996	0.3	1½%
1466 METER READER	49	0.2	1%
1650 ACCOUNTANT	470	0.3	1½%
1720 DATA ENTRY OPERATOR	230	0.1	½%
1736 COMPUTER OPERATOR II	83	0.1	½%
1760 OFFSET MACHINE OPERATOR	38	0.1	½%
1770 PHOTOGRAPHER	3	0.2	1%
1840 JUNIOR MANAGEMENT ASSISTANT	582	0.9	4½%
1872 PROGRAMMER ANALYST	217	1.2	6%

1934 STOREKEEPER	148	0.2	1%
1952 PURCHASER	25	1.0	5%
2230 PHYSICIAN SPECIALIST	421	0.5	2½%
2312 LICENSED VOCATIONAL NURSE	1203	0.2	1%
2426 RADIOLOGIC TECHNOLOGIST II	107	0.1	½%
2444 CLINICAL LAB. TECHNOLOGIST	94	0.2	1%
2450 PHARMACIST	45	0.1	½%
2556 PHYSICAL THERAPIST	58	0.0	0%
2574 CLINICAL PSYCHOLOGIST	36	0.8	4%
2604 FOOD SERVICE WORKER	1093	0.3	1½%
2624 DIETITIAN	25	0.9	4½%
2708 CUSTODIAN	1167	0.1	½%
2760 LAUNDRY WORKER	90	0.5	2½%
2903 ELIGIBILITY WORKER	557	0.2	1%
2910 SOCIAL WORKER	404	0.6	3%
3284 RECREATION DIRECTOR	180	0.7	3½%

3450 AGRICULTURAL INSPECTOR	6	0.1	½%
3542 CURATOR II	29	0.0	0%
3593 INSTRUCTIONAL AIDE I	676	0.0	0%
3630 LIBRARIAN I	272	0.3	1½%
4261 REAL PROPERTY APPRAISER	128	0.0	0%
5204 ASSISTANT CIVIL ENGINEER	771	0.1	½%
5278 PLANNER II	95	1.0	5%
6120 ENVIRONMENTAL HEALTH INSPECTOR	91	0.6	3%
7334 STATIONARY ENGINEER	461	0.2	1%
7344 CARPENTER	269	0.0	0%
7345 ELECTRICIAN	593	0.2	1%
7346 PAINTER	73	0.5	2½%
7347 PLUMBER	223	0.0	0%
7355 TRUCK DRIVER, LIGHT	224	0.0	0%
7381 AUTOMOTIVE MECHANIC	575	0.0	0%
7384 TYPEWRITER REPAIRER	25	0.3	1½%

7514	GENERAL LABORER	1062	0.1	⅛%
8146	D.A.'s INVESTIGATOR	173	0.5	2½%
8176	TRIAL ATTORNEY	260	0.4	2%
8204	INSTITUTIONAL POLICE OFFICER	255	1.4	7%
8214	PARKING CONTROL OFFICER	228	0.1	⅛%
8238	POLICE COMMUNICATIONS DISPATCHER	196	0.2	1%
8260	CRIMINALIST	41	0.2	1%
8304	DEPUTY SHERIFF	539	0.2	1%
8320	COUNSELOR - JUVENILE HALL	96	0.1	⅛%
8440	PROBATION OFFICER	197	0.3	1½%
9220	AIRPORT OPERATIONS SUPERVISOR	50	0.4	2%
	WEIGHTED AVERAGE	19,286	0.286	1.43%

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1984-85
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
27.8	375- 449	813- 973	9750- 11674
27.9	377- 451	817- 977	9802- 11726
28.0	379- 453	821- 982	9854- 11778
28.1	381- 455	826- 986	9906- 11830
28.2	383- 458	830- 992	9958- 11908
28.3	384- 460	832- 997	9984- 11960
28.4	386- 463	836-1003	10036- 12038
28.5	388- 465	841-1008	10088- 12090
28.6	390- 467	845-1012	10140- 12142
28.7	391- 469	847-1016	10166- 12194
28.8	393- 471	852-1021	10218- 12246
28.9	394- 473	854-1025	10244- 12298
29.0	396- 475	858-1029	10296- 12350
29.1	398- 477	862-1034	10348- 12402
29.2	400- 480	867-1040	10400- 12480
29.3	402- 482	871-1044	10452- 12532
29.4	404- 485	875-1051	10504- 12610
29.5	406- 487	880-1055	10556- 12662
29.6	408- 489	884-1060	10608- 12714
29.7	409- 491	886-1064	10634- 12766
29.8	411- 494	891-1070	10686- 12844
29.9	412- 496	893-1075	10712- 12896
30.0	414- 498	897-1079	10764- 12948
30.1	416- 500	901-1083	10816- 13000
30.2	418- 503	906-1090	10868- 13078
30.3	420- 505	910-1094	10920- 13130
30.4	422- 508	914-1101	10972- 13208
30.5	424- 510	919-1105	11024- 13260
30.6	426- 512	923-1109	11076- 13312
30.7	428- 514	927-1114	11128- 13364
30.8	430- 517	932-1120	11180- 13442
30.9	432- 519	936-1125	11232- 13494
31.0	434- 521	940-1129	11284- 13546
31.1	436- 524	945-1135	11336- 13624
31.2	438- 526	949-1140	11388- 13676
31.3	440- 529	953-1146	11440- 13754
31.4	442- 531	958-1151	11492- 13806
31.5	444- 534	962-1157	11544- 13884
31.6	446- 536	966-1161	11596- 13936
31.7	448- 539	971-1168	11648- 14014
31.8	449- 541	973-1172	11674- 14066
31.9	451- 544	977-1179	11726- 14144
32.0	453- 546	982-1183	11778- 14196
32.1	455- 549	986-1190	11830- 14274
32.2	458- 552	992-1196	11908- 14352
32.3	460- 554	997-1200	11960- 14404
32.4	463- 557	1003-1207	12038- 14482
32.5	465- 560	1008-1213	12090- 14560
32.6	467- 562	1012-1218	12142- 14612
32.7	469- 565	1016-1224	12194- 14690
32.8	471- 567	1021-1229	12246- 14742
32.9	473- 570	1025-1235	12298- 14820
33.0	475- 572	1029-1239	12350- 14872
33.1	477- 575	1034-1246	12402- 14950

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1984-85
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
33.2	480- 578	1040-1252	12480- 15028
33.3	482- 580	1044-1257	12532- 15080
33.4	485- 583	1051-1263	12610- 15158
33.5	487- 586	1055-1270	12662- 15236
33.6	489- 589	1060-1276	12714- 15314
33.7	491- 591	1064-1281	12766- 15366
33.8	494- 594	1070-1287	12844- 15444
33.9	496- 596	1075-1291	12896- 15496
34.0	498- 599	1079-1298	12948- 15574
34.1	500- 602	1083-1304	13000- 15652
34.2	503- 605	1090-1311	13078- 15730
34.3	505- 608	1094-1317	13130- 15808
34.4	508- 611	1101-1324	13208- 15886
34.5	510- 614	1105-1330	13260- 15964
34.6	512- 617	1109-1337	13312- 16042
34.7	514- 620	1114-1343	13364- 16120
34.8	517- 622	1120-1348	13442- 16172
34.9	519- 625	1125-1354	13494- 16250
35.0	521- 628	1129-1361	13546- 16328
35.1	524- 631	1135-1367	13624- 16406
35.2	526- 634	1140-1374	13676- 16484
35.3	529- 638	1146-1382	13754- 16588
35.4	531- 641	1151-1389	13806- 16666
35.5	534- 644	1157-1395	13884- 16744
35.6	536- 647	1161-1402	13936- 16822
35.7	539- 650	1168-1408	14014- 16900
35.8	541- 652	1172-1413	14066- 16952
35.9	544- 655	1179-1419	14144- 17030
36.0	546- 658	1183-1426	14196- 17108
36.1	549- 661	1190-1432	14274- 17186
36.2	552- 664	1196-1439	14352- 17264
36.3	554- 668	1200-1447	14404- 17368
36.4	557- 671	1207-1454	14482- 17446
36.5	560- 674	1213-1460	14560- 17524
36.6	562- 677	1218-1467	14612- 17602
36.7	565- 681	1224-1476	14690- 17706
36.8	567- 684	1229-1482	14742- 17784
36.9	570- 688	1235-1491	14820- 17888
37.0	572- 691	1239-1497	14872- 17966
37.1	575- 694	1246-1504	14950- 18044
37.2	578- 697	1252-1510	15028- 18122
37.3	580- 701	1257-1519	15080- 18226
37.4	583- 704	1263-1525	15158- 18304
37.5	586- 707	1270-1532	15236- 18382
37.6	589- 710	1276-1538	15314- 18460
37.7	591- 714	1281-1547	15366- 18564
37.8	594- 717	1287-1554	15444- 18642
37.9	596- 721	1291-1562	15496- 18746
38.0	599- 724	1298-1569	15574- 18824
38.1	602- 728	1304-1577	15652- 18928
38.2	605- 731	1311-1584	15730- 19006
38.3	608- 735	1317-1593	15808- 19110
38.4	611- 738	1324-1599	15886- 19188
38.5	614- 742	1330-1608	15964- 19292

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1984-85
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
38.6	617- 745	1337-1614	16042- 19370
38.7	620- 748	1343-1621	16120- 19448
38.8	622- 752	1348-1629	16172- 19552
38.9	625- 755	1354-1636	16250- 19630
39.0	628- 758	1361-1642	16328- 19708
39.1	631- 762	1367-1651	16406- 19812
39.2	634- 766	1374-1660	16484- 19916
39.3	638- 769	1382-1666	16588- 19994
39.4	641- 773	1389-1675	16666- 20098
39.5	644- 777	1395-1684	16744- 20202
39.6	647- 781	1402-1692	16822- 20306
39.7	650- 785	1408-1701	16900- 20410
39.8	652- 788	1413-1707	16952- 20488
39.9	655- 792	1419-1716	17030- 20592
40.0	658- 796	1426-1725	17108- 20696
40.1	661- 800	1432-1733	17186- 20800
40.2	664- 803	1439-1740	17264- 20878
40.3	668- 807	1447-1749	17368- 20982
40.4	671- 810	1454-1755	17446- 21060
40.5	674- 814	1460-1764	17524- 21164
40.6	677- 818	1467-1772	17602- 21268
40.7	681- 822	1476-1781	17706- 21372
40.8	684- 826	1482-1790	17784- 21476
40.9	688- 830	1491-1798	17888- 21580
41.0	691- 834	1497-1807	17966- 21684
41.1	694- 838	1504-1816	18044- 21788
41.2	697- 842	1510-1824	18122- 21892
41.3	701- 846	1519-1833	18226- 21996
41.4	704- 850	1525-1842	18304- 22100
41.5	707- 854	1532-1850	18382- 22204
41.6	710- 858	1538-1859	18460- 22308
41.7	714- 862	1547-1868	18564- 22412
41.8	717- 866	1554-1876	18642- 22516
41.9	721- 870	1562-1885	18746- 22620
42.0	724- 874	1569-1894	18824- 22724
42.1	728- 878	1577-1902	18928- 22828
42.2	731- 882	1584-1911	19006- 22932
42.3	735- 887	1593-1922	19110- 23062
42.4	738- 891	1599-1931	19188- 23166
42.5	742- 895	1608-1939	19292- 23270
42.6	745- 899	1614-1948	19370- 23374
42.7	748- 903	1621-1957	19448- 23478
42.8	752- 908	1629-1967	19552- 23608
42.9	755- 912	1636-1976	19630- 23712
43.0	758- 916	1642-1985	19708- 23816
43.1	762- 920	1651-1993	19812- 23920
43.2	766- 925	1660-2004	19916- 24050
43.3	769- 929	1666-2013	19994- 24154
43.4	773- 934	1675-2024	20098- 24284
43.5	777- 938	1684-2032	20202- 24388
43.6	781- 943	1692-2043	20306- 24518
43.7	785- 947	1701-2052	20410- 24622
43.8	788- 952	1707-2063	20488- 24752
43.9	792- 956	1716-2071	20592- 24856

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1984-85
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
44.0	796- 961	1725-2082	20696- 24986
44.1	800- 966	1733-2093	20800- 25116
44.2	803- 970	1740-2102	20878- 25220
44.3	807- 975	1749-2113	20982- 25350
44.4	810- 979	1755-2121	21060- 25454
44.5	814- 984	1764-2132	21164- 25584
44.6	818- 989	1772-2143	21268- 25714
44.7	822- 994	1781-2154	21372- 25844
44.8	826- 998	1790-2162	21476- 25948
44.9	830-1003	1798-2173	21580- 26078
45.0	834-1008	1807-2184	21684- 26208
45.1	838-1013	1816-2195	21788- 26338
45.2	842-1018	1824-2206	21892- 26468
45.3	846-1022	1833-2214	21996- 26572
45.4	850-1027	1842-2225	22100- 26702
45.5	854-1032	1850-2236	22204- 26832
45.6	858-1037	1859-2247	22308- 26962
45.7	862-1042	1868-2258	22412- 27092
45.8	866-1047	1876-2269	22516- 27222
45.9	870-1052	1885-2279	22620- 27352
46.0	874-1057	1894-2290	22724- 27482
46.1	878-1062	1902-2301	22828- 27612
46.2	882-1067	1911-2312	22932- 27742
46.3	887-1073	1922-2325	23062- 27898
46.4	891-1078	1931-2336	23166- 28028
46.5	895-1083	1939-2347	23270- 28158
46.6	899-1088	1948-2357	23374- 28288
46.7	903-1093	1957-2368	23478- 28418
46.8	908-1099	1967-2381	23608- 28574
46.9	912-1104	1976-2392	23712- 28704
47.0	916-1109	1985-2403	23816- 28834
47.1	920-1114	1993-2414	23920- 28964
47.2	925-1120	2004-2427	24050- 29120
47.3	929-1125	2013-2438	24154- 29250
47.4	934-1131	2024-2451	24284- 29406
47.5	938-1136	2032-2461	24388- 29536
47.6	943-1141	2043-2472	24518- 29666
47.7	947-1147	2052-2485	24622- 29822
47.8	952-1152	2063-2496	24752- 29952
47.9	956-1158	2071-2509	24856- 30108
48.0	961-1163	2082-2520	24986- 30238
48.1	966-1169	2093-2533	25116- 30394
48.2	970-1174	2102-2544	25220- 30524
48.3	975-1180	2113-2557	25350- 30680
48.4	979-1185	2121-2568	25454- 30810
48.5	984-1191	2132-2581	25584- 30966
48.6	989-1197	2143-2594	25714- 31122
48.7	994-1203	2154-2607	25844- 31278
48.8	998-1208	2162-2617	25948- 31408
48.9	1003-1214	2173-2630	26078- 31564
49.0	1008-1220	2184-2643	26208- 31720
49.1	1013-1226	2195-2656	26338- 31876
49.2	1018-1232	2206-2669	26468- 32032
49.3	1022-1237	2214-2680	26572- 32162

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1984-85
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
49.4	1027-1243	2225-2693	26702- 32318
49.5	1032-1249	2236-2706	26832- 32474
49.6	1037-1255	2247-2719	26962- 32630
49.7	1042-1261	2258-2732	27092- 32786
49.8	1047-1267	2269-2745	27222- 32942
49.9	1052-1273	2279-2758	27352- 33098
50.0	1057-1279	2290-2771	27482- 33254
50.1	1062-1285	2301-2784	27612- 33410
50.2	1067-1291	2312-2797	27742- 33566
50.3	1073-1298	2325-2812	27898- 33748
50.4	1078-1304	2336-2825	28028- 33904
50.5	1083-1310	2347-2838	28158- 34060
50.6	1088-1316	2357-2851	28288- 34216
50.7	1093-1323	2368-2867	28418- 34398
50.8	1099-1329	2381-2880	28574- 34554
50.9	1104-1336	2392-2895	28704- 34736
51.0	1109-1342	2403-2908	28834- 34892
51.1	1114-1349	2414-2923	28964- 35074
51.2	1120-1355	2427-2936	29120- 35230
51.3	1125-1362	2438-2951	29250- 35412
51.4	1131-1368	2451-2964	29406- 35568
51.5	1136-1375	2461-2979	29536- 35750
51.6	1141-1381	2472-2992	29666- 35906
51.7	1147-1388	2485-3007	29822- 36088
51.8	1152-1394	2496-3020	29952- 36244
51.9	1158-1401	2509-3036	30108- 36426
52.0	1163-1407	2520-3049	30238- 36582
52.1	1169-1414	2533-3064	30394- 36764
52.2	1174-1421	2544-3079	30524- 36946
52.3	1180-1429	2557-3096	30680- 37154
52.4	1185-1436	2568-3111	30810- 37336
52.5	1191-1443	2581-3127	30966- 37518
52.6	1197-1450	2594-3142	31122- 37700
52.7	1203-1457	2607-3157	31278- 37882
52.8	1208-1463	2617-3170	31408- 38038
52.9	1214-1470	2630-3185	31564- 38220
53.0	1220-1477	2643-3200	31720- 38402
53.1	1226-1484	2656-3215	31876- 38584
53.2	1232-1491	2669-3231	32032- 38766
53.3	1237-1499	2680-3248	32162- 38974
53.4	1243-1506	2693-3263	32318- 39156
53.5	1249-1513	2706-3278	32474- 39338
53.6	1255-1520	2719-3293	32630- 39520
53.7	1261-1528	2732-3311	32786- 39728
53.8	1267-1535	2745-3326	32942- 39910
53.9	1273-1543	2758-3343	33098- 40118
54.0	1279-1550	2771-3358	33254- 40300
54.1	1285-1558	2784-3376	33410- 40508
54.2	1291-1565	2797-3391	33566- 40690
54.3	1298-1573	2812-3408	33748- 40898
54.4	1304-1580	2825-3423	33904- 41080
54.5	1310-1588	2838-3441	34060- 41288
54.6	1316-1596	2851-3458	34216- 41496
54.7	1323-1603	2867-3473	34398- 41678

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1984-85
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
54.8	1329-1611	2880-3491	34554- 41886
54.9	1336-1618	2895-3506	34736- 42068
55.0	1342-1626	2908-3523	34892- 42276
55.1	1349-1634	2923-3540	35074- 42484
55.2	1355-1642	2936-3558	35230- 42692
55.3	1362-1650	2951-3575	35412- 42900
55.4	1368-1658	2964-3592	35568- 43108
55.5	1375-1666	2979-3610	35750- 43316
55.6	1381-1674	2992-3627	35906- 43524
55.7	1388-1682	3007-3644	36088- 43732
55.8	1394-1690	3020-3662	36244- 43940
55.9	1401-1698	3036-3679	36426- 44148
56.0	1407-1706	3049-3696	36582- 44356
56.1	1414-1714	3064-3714	36764- 44564
56.2	1421-1723	3079-3733	36946- 44798
56.3	1429-1731	3096-3751	37154- 45006
56.4	1436-1740	3111-3770	37336- 45240
56.5	1443-1748	3127-3787	37518- 45448
56.6	1450-1756	3142-3805	37700- 45656
56.7	1457-1765	3157-3824	37882- 45890
56.8	1463-1773	3170-3842	38038- 46098
56.9	1470-1782	3185-3861	38220- 46332
57.0	1477-1791	3200-3881	38402- 46566
57.1	1484-1800	3215-3900	38584- 46800
57.2	1491-1809	3231-3920	38766- 47034
57.3	1499-1818	3248-3939	38974- 47268
57.4	1506-1827	3263-3959	39156- 47502
57.5	1513-1835	3278-3976	39338- 47710
57.6	1520-1844	3293-3995	39520- 47944
57.7	1528-1853	3311-4015	39728- 48178
57.8	1535-1862	3326-4034	39910- 48412
57.9	1543-1871	3343-4054	40118- 48646
58.0	1550-1881	3358-4076	40300- 48906
58.1	1558-1890	3376-4095	40508- 49140
58.2	1565-1899	3391-4115	40690- 49374
58.3	1573-1909	3408-4136	40898- 49634
58.4	1580-1918	3423-4156	41080- 49868
58.5	1588-1927	3441-4175	41288- 50102
58.6	1596-1936	3458-4195	41496- 50336
58.7	1603-1946	3473-4216	41678- 50596
58.8	1611-1955	3491-4236	41886- 50830
58.9	1618-1965	3506-4258	42068- 51090
59.0	1626-1975	3523-4279	42276- 51350
59.1	1634-1985	3540-4301	42484- 51610
59.2	1642-1994	3558-4320	42692- 51844
59.3	1650-2004	3575-4342	42900- 52104
59.4	1658-2014	3592-4364	43108- 52364
59.5	1666-2023	3610-4383	43316- 52598
59.6	1674-2033	3627-4405	43524- 52858
59.7	1682-2043	3644-4427	43732- 53118
59.8	1690-2053	3662-4448	43940- 53378
59.9	1698-2063	3679-4470	44148- 53638
60.0	1706-2074	3696-4494	44356- 53924
60.1	1714-2084	3714-4515	44564- 54184

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1984-85
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
60.2	1723-2094	3733-4537	44798- 54444
60.3	1731-2104	3751-4559	45006- 54704
60.4	1740-2115	3770-4583	45240- 54990
60.5	1748-2124	3787-4602	45448- 55224
60.6	1756-2135	3805-4626	45656- 55510
60.7	1765-2145	3824-4648	45890- 55770
60.8	1773-2156	3842-4671	46098- 56056
60.9	1782-2166	3861-4693	46332- 56316
61.0	1791-2178	3881-4719	46566- 56628
61.1	1800-2188	3900-4741	46800- 56888
61.2	1809-2199	3920-4765	47034- 57174
61.3	1818-2209	3939-4786	47268- 57434
61.4	1827-2221	3959-4812	47502- 57746
61.5	1835-2230	3976-4832	47710- 57980
61.6	1844-2242	3995-4858	47944- 58292
61.7	1853-2252	4015-4879	48178- 58552
61.8	1862-2264	4034-4905	48412- 58864
61.9	1871-2274	4054-4927	48646- 59124
62.0	1881-2287	4076-4955	48906- 59462
62.1	1890-2297	4095-4977	49140- 59722
62.2	1899-2309	4115-5003	49374- 60034
62.3	1909-2319	4136-5025	49634- 60294
62.4	1918-2332	4156-5053	49868- 60632
62.5	1927-2342	4175-5074	50102- 60892
62.6	1936-2354	4195-5100	50336- 61204
62.7	1946-2365	4216-5124	50596- 61490
62.8	1955-2377	4236-5150	50830- 61802
62.9	1965-2388	4258-5174	51090- 62088
63.0	1975-2401	4279-5202	51350- 62426
63.1	1985-2412	4301-5226	51610- 62712
63.2	1994-2424	4320-5252	51844- 63024
63.3	2004-2435	4342-5276	52104- 63310
63.4	2014-2449	4364-5306	52364- 63674
63.5	2023-2459	4383-5328	52598- 63934
63.6	2033-2472	4405-5356	52858- 64272
63.7	2043-2483	4427-5380	53118- 64558
63.8	2053-2496	4448-5408	53378- 64896
63.9	2063-2507	4470-5432	53638- 65182
64.0	2074-2521	4494-5462	53924- 65546
64.1	2084-2533	4515-5488	54184- 65858
64.2	2094-2545	4537-5514	54444- 66170
64.3	2104-2557	4559-5540	54704- 66482
64.4	2115-2571	4583-5571	54990- 66846
64.5	2124-2582	4602-5594	55224- 67132
64.6	2135-2596	4626-5625	55510- 67496
64.7	2145-2607	4648-5649	55770- 67782
64.8	2156-2621	4671-5679	56056- 68146
64.9	2166-2632	4693-5703	56316- 68432
65.0	2178-2647	4719-5735	56628- 68822
65.1	2188-2660	4741-5763	56888- 69160
65.2	2199-2672	4765-5789	57174- 69472
65.3	2209-2685	4786-5818	57434- 69810
65.4	2221-2700	4812-5850	57746- 70200
65.5	2230-2711	4832-5874	57980- 70486

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1984-85
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
65.6	2242-2726	4858-5906	58292- 70876
65.7	2252-2737	4879-5930	58552- 71162
65.8	2264-2752	4905-5963	58864- 71552
65.9	2274-2764	4927-5989	59124- 71864
66.0	2287-2779	4955-6021	59462- 72254
66.1	2297-2793	4977-6052	59722- 72618
66.2	2309-2806	5003-6080	60034- 72956
66.3	2319-2819	5025-6108	60294- 73294
66.4	2332-2835	5053-6143	60632- 73710
66.5	2342-2847	5074-6169	60892- 74022
66.6	2354-2862	5100-6201	61204- 74412
66.7	2365-2874	5124-6227	61490- 74724
66.8	2377-2890	5150-6262	61802- 75140
66.9	2388-2902	5174-6288	62088- 75452
67.0	2401-2918	5202-6322	62426- 75868
67.1	2412-2933	5226-6355	62712- 76258
67.2	2424-2946	5252-6383	63024- 76596
67.3	2435-2960	5276-6413	63310- 76960
67.4	2449-2977	5306-6450	63674- 77402
67.5	2459-2989	5328-6476	63934- 77714
67.6	2472-3005	5356-6511	64272- 78130
67.7	2483-3018	5380-6539	64558- 78468
67.8	2496-3035	5408-6576	64896- 78910
67.9	2507-3047	5432-6602	65182- 79222
68.0	2521-3064	5462-6639	65546- 79664
68.1	2533-3080	5488-6673	65858- 80080
68.2	2545-3093	5514-6702	66170- 80418
68.3	2557-3108	5540-6734	66482- 80808
68.4	2571-3126	5571-6773	66846- 81276
68.5	2582-3138	5594-6799	67132- 81588
68.6	2596-3155	5625-6836	67496- 82030
68.7	2607-3169	5649-6866	67782- 82394
68.8	2621-3187	5679-6905	68146- 82862
68.9	2632-3199	5703-6931	68432- 83174
69.0	2647-3217	5735-6970	68822- 83642
69.1	2660-3234	5763-7007	69160- 84084
69.2	2672-3248	5789-7037	69472- 84448
69.3	2685-3263	5818-7070	69810- 84838
69.4	2700-3282	5850-7111	70200- 85332
69.5	2711-3295	5874-7139	70486- 85670
69.6	2726-3313	5906-7178	70876- 86138
69.7	2737-3327	5930-7209	71162- 86502
69.8	2752-3346	5963-7250	71552- 86996
69.9	2764-3359	5989-7278	71864- 87334
70.0	2779-3378	6021-7319	72254- 87828
70.1	2793-3396	6052-7358	72618- 88296
70.2	2806-3410	6080-7388	72956- 88660
70.3	2819-3426	6108-7423	73294- 89076
70.4	2835-3446	6143-7466	73710- 89596
70.5	2847-3460	6169-7497	74022- 89960
70.6	2862-3479	6201-7538	74412- 90454
70.7	2874-3493	6227-7568	74724- 90818
70.8	2890-3513	6262-7612	75140- 91338
70.9	2902-3527	6288-7642	75452- 91702

CLASS	TITLE		BENCHMARK	PAGE
1630	ACCOUNT CLERK		1444	6
1650	ACCOUNTANT	Z	1650	9
1638	ACCOUNTING MACHINE OPERATOR		1444	6
1810	ACTUARIAL CLERK		1444	6
1816	ACTUARY	Z	1650	9
2565	ACUPUNCTURIST	Z	2312	21
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	9998	68
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z	1840	14
1809	ADMIN ASST. TO SUPERINTENDENT OF SCHOOLS	Z	1840	14
1556	ADMIN SECRETARY, CITY PLANNING COMM	Z	1840	14
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM	Z	1840	14
1822	ADMINISTRATIVE ANALYST	Z	1840	14
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY	Z	1840	15
2660	ADMINISTRATIVE CHEF	Z	2604	28
2581	ADMINISTRATIVE CORONER		9998	68
5174	ADMINISTRATIVE ENGINEER	Z	5204	41
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR		1840	14
1528	ADMINISTRATIVE SECRETARY		1444	5
9380	ADMINISTRATIVE SERVICE OFFICER, PORT	Z	1650	9
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD	Z	1840	15
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL	Z	9998	68
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV	Z	7344	48
1114	ADMINISTRATOR, RETIREMENT SERVICES	Z	1840	14
1164	ADMINISTRATOR, SFGH MEDICAL CENTER	Z	9998	68
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM	Z	1233	1
1235	AFFIRMATIVE ACTION COORDINATOR	Z	1233	1
1233	AFFIRMATIVE ACTION SPECIALIST	Z	1233	1
3484	AGRICULTURAL DIVISION LAND AGENT	Z	4261	40
3450	AGRICULTURAL INSPECTOR		3450	36
9212	AIRFIELD SAFETY OFFICER		9220	67
9258	AIRPORT ASST DEPUTY DIRECTOR, BUS ADMIN.	Z	9220	67
9256	AIRPORT ASST GEN MGR, OPERATIONS & MAINT	Z	9220	67
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL	Z	9220	67
9205	AIRPORT COMMUNICATIONS COORDINATOR	Z	8238	62
9202	AIRPORT COMMUNICATIONS OPERATOR		8238	62
9204	AIRPORT COMMUNICATIONS SUPERVISOR		8238	62
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR		2708	30
9255	AIRPORT ECONOMIC PLANNER	Z	9220	67
9241	AIRPORT ELECTRICIAN SUPERVISOR		7345	50
9240	AIRPORT ELECTRICIAN		7345	50
9252	AIRPORT MAINTENANCE SUPERINTENDENT	Z	9220	67
9250	AIRPORT MAINTENANCE SUPERVISOR	Z	9220	67
9232	AIRPORT MECHANICAL MAINTENANCE SUPV		7334	47
5285	AIRPORT NOISE ABATEMENT OFFICER	Z	9220	67
9222	AIRPORT OPERATIONS COORDINATOR	Z	9220	67

CLASS	TITLE		BENCHMARK	PAGE
9226	AIRPORT OPERATIONS SUPERINTENDENT.....	Z	9220	67
9220	AIRPORT OPERATIONS SUPERVISOR.....		9220	67
9216	AIRPORT POLICE CAPTAIN.....		8304	64
9215	AIRPORT POLICE LIEUTENANT.....		8304	64
9210	AIRPORT POLICE OFFICER.....		8304	64
9211	AIRPORT POLICE SERGEANT.....		8304	64
9206	AIRPORT PROPERTY SPECIALIST I.....	Z	4261	40
9207	AIRPORT PROPERTY SPECIALIST II.....	Z	4261	40
2526	AMBULANCE DRIVER.....		2312	21
3320	ANIMAL KEEPER.....		7514	56
7331	APPRENTICE MAINTENANCE MACHINIST.....		7381	54
7333	APPRENTICE STATIONARY ENGINEER.....		7334	47
7375	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		7334	47
3130	ARBORETUM DIRECTOR.....	Z	7514	56
5268	ARCHITECT.....	Z	5204	42
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	5204	41
5260	ARCHITECTURAL ASSISTANT I.....		5204	42
5261	ARCHITECTURAL ASSISTANT II.....		5204	42
5265	ARCHITECTURAL ASSOCIATE I.....	Z	5204	42
5266	ARCHITECTURAL ASSOCIATE II.....	Z	5204	42
3464	AREA SUPV, PARKS SQUARES AND FACILITIES.	Z	7514	56
7220	ASPHALT FINISHER SUPERVISOR I.....		7514	56
7404	ASPHALT FINISHER.....		7514	57
7221	ASPHALT PLANT SUPERVISOR I.....		7355	53
7502	ASPHALT WORKER.....		7514	57
4202	ASSESSMENT CLERK.....		1444	6
4290	ASSESSOR.....	Z	9999	70
1814	ASSISTANT ACTUARY.....	Z	1650	9
3216	ASSISTANT AQUATICS SUPERVISOR.....		3284	34
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	8176	59
8183	ASSISTANT CHIEF ATTORNEY II (CIVIL AND C	Z	8176	59
4332	ASSISTANT CHIEF OF INVESTMENTS.....	Z	1840	15
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.	Z	4261	40
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU..	Z	8146	58
5122	ASSISTANT CITY ARCHITECT.....		9999	70
3668	ASSISTANT CITY LIBRARIAN.....	Z	9999	70
5204	ASSISTANT CIVIL ENGINEER.....	Z	5204	41
9158	ASSISTANT CLAIMS AGENT.....	Z	8146	58
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS...		1444	5
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	Z	8146	58
2650	ASSISTANT COOK.....		2604	28
8316	ASSISTANT COUNSELOR.....		8320	65
1136	ASSISTANT COUNTY CLERK.....	Z	9998	68
8112	ASSISTANT COURT CLERK.....		1444	7
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	1840	15

CLASS	TITLE		BENCHMARK	PAGE
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	1840	15
2116	ASSISTANT DIRECTOR MEDICAL RECORDS.....	Z	1444	6
4144	ASSISTANT DIRECTOR OF PROPERTY.....	Z	9999	70
3432	ASSISTANT DIRECTOR, ARBORETUM.....	Z	7514	56
1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	9998	68
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	8320	65
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	8320	65
1248	ASSISTANT DIVISION MANAGER, PERSONNEL...	Z	1242	2
5236	ASSISTANT ELECTRICAL ENGINEER.....	Z	5204	42
3410	ASSISTANT GARDENER.....		7514	56
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	9998	68
3138	ASSISTANT GENERAL MGR FOR ADMIN.....	Z	9998	68
2785	ASSISTANT GENERAL SERVICES MANAGER.....		2708	30
3322	ASSISTANT HEAD ANIMAL KEEPER.....		7514	56
2819	ASSISTANT HEALTH EDUCATOR.....	Z	1314	3
5272	ASSISTANT LANDSCAPE ARCHITECT.....	Z	5204	42
5252	ASSISTANT MECHANICAL ENGINEER.....	Z	5204	42
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....	Z	8440	66
1240	ASSISTANT PERSONNEL ANALYST.....	Z	1242	2
7408	ASSISTANT POWER HOUSE OPERATOR.....		7345	50
1950	ASSISTANT PURCHASER.....	Z	1952	19
3287	ASSISTANT RECREATION SUPERVISOR.....	Z	3284	34
1812	ASSISTANT RETIREMENT ANALYST.....	Z	1650	9
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	1242	2
8315	ASSISTANT SHERIFF.....		8304	64
1871	ASSISTANT SOFTWARE ANALYST.....	Z	1872	17
1932	ASSISTANT STOREKEEPER.....		1934	18
3292	ASSISTANT SUPERINTENDENT, RECREATION....	Z	3284	34
8115	ASSISTANT SUPERVISING COURT CLERK.....		1444	7
5192	ASSISTANT TO DIRECTOR OF PUBLIC WORKS...	Z	9998	69
2456	ASSISTANT TOXICOLOGIST.....	Z	2444	24
5228	ASSISTANT TRAFFIC ENGINEER.....	Z	5204	42
5222	ASSISTANT WATER PURIFICATION ENGINEER...	Z	5204	41
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR...	Z	1233	1
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION...	Z	5204	44
5133	ASSOC MGR,BUR OF WATER POLLUTION CONTROL	Z	5204	41
1684	ASSOCIATE AUDITOR.....	Z	1650	9
5206	ASSOCIATE CIVIL ENGINEER.....	Z	5204	41
5238	ASSOCIATE ELECTRICAL ENGINEER.....	Z	5204	42
5205	ASSOCIATE MATERIALS ENGINEER.....	Z	5204	41
5254	ASSOCIATE MECHANICAL ENGINEER.....	Z	5204	42
1491	ASSOCIATE REGISTRAR, SFJCD.....	Z	1840	14
5247	ASSOCIATE SANITARY ENGINEER.....	Z	5204	42
5229	ASSOCIATE TRAFFIC ENGINEER.....	Z	5204	42
5224	ASSOCIATE WATER PURIFICATION ENGINEER...		5204	41

CLASS	TITLE		BENCHMARK	PAGE
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS....	Z	9999	70
8149	ASST CHIEF DIST ATTORNEY'S INVESTIGATOR.	Z	8146	58
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR....	Z	4261	40
8416	ASST CHIEF PROBATION OFFICER, JUV COURT.	Z	9999	71
4210	ASST CHIEF TECHNICAL AND ASSESMENT SERV.	Z	4261	40
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV	Z	1736	11
1856	ASST CONTROL SUPERVISOR, EDP.....		1720	10
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING).	Z	5278	45
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS.	Z	5278	45
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART....	Z	1840	15
6127	ASST DIR, BUR OF ENVIRON HEALTH SERV....	Z	6120	46
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE....	Z	9998	69
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	9999	70
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE..	Z	7514	56
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS...	Z	3284	34
2969	ASST DIRECTOR, SOC SERVICES PROGRAMS....	Z	2910	33
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	9999	70
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	1242	2
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	5204	41
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	5204	41
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN..		7345	50
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION.	Z	1650	9
1895	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC..	Z	9998	68
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC.	Z	9998	68
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV..	Z	9999	70
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	9998	69
7202	ASST PARK SUPT FOR STRUCTURAL MAINT.....	Z	7344	48
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN.	Z	9998	68
3280	ASST RECREATION DIRECTOR (PART TIME)....		3284	34
9395	ASST RENTAL MANAGER, PORT OF SF.....		4261	40
8464	ASST SECRETARY, COUNTY PAROLE COMM.....		8440	66
5179	ASST SUPT, BUILDING INSPECTION ADM.....	Z	5204	41
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS..	Z	7355	53
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL.....	Z	7355	53
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV	Z	7355	53
3466	ASST SUPT, PARKS SQUARES AND FACILITIES.	Z	7514	56
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	5204	41
5106	ASST TO DIR OF BUILDINGS AND GROUNDS, SF	Z	7334	47
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	1314	3
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	1314	3
1859	ASST TO THE DIRECTOR OF INFORMATION.....	Z	1314	3
2993	ASST TO THE DIRECTOR, COMM ON THE AGING.	Z	1840	15
3210	ATHLETIC ATTENDANT.....		3284	34
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	8176	59
8190	ATTORNEY, TAX COLLECTOR.....	Z	8176	59

CLASS	TITLE		BENCHMARK	PAGE
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	8176	59
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....		1934	18
2540	AUDIOLOGIST.....	Z	2556	26
2538	AUDIOMETRIST.....	Z	2556	26
7322	AUTO BODY AND FENDER WORKER ASST SUPV...		7381	54
7264	AUTO BODY AND FENDER WORKER SUPV I.....		7381	54
7306	AUTOMOTIVE BODY AND FENDER WORKER.....		7381	54
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....		7381	54
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....		7381	54
7313	AUTOMOTIVE MACHINIST.....		7381	54
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR		7381	54
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....		7381	54
7381	AUTOMOTIVE MECHANIC.....		7381	54
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....		7381	54
7410	AUTOMOTIVE SERVICE WORKER.....		7381	54
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR.	Z	7381	54
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....		7381	54
2416	BACTERIOLOGICAL LABORATORY ASSISTANT....		2312	21
2652	BAKER.....		2604	28
7303	BARBER.....		2312	22
7324	BEAUTICIAN.....		2312	22
7414	BLACKSMITH'S FINISHER.....		7381	54
7305	BLACKSMITH.....		7381	54
1778	BLUEPRINT AND REPRODUCTION MANAGER.....	Z	1760	12
6236	BOILER INSPECTOR.....		7347	52
4312	BOND AND COUPON SUPERVISOR.....		1444	6
7416	BOOK REPAIRER.....		3630	39
1436	BRAILLIST.....		1444	4
7307	BRICKLAYER.....		7514	56
7420	BRIDGETENDER.....		7334	47
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...		7334	47
8207	BUILDING AND GROUNDS PATROL OFFICER.....		8204	60
5217	BUILDING CODE ANALYST.....	Z	5204	41
6331	BUILDING INSPECTOR.....	Z	7344	48
5214	BUILDING PLANS ENGINEER.....	Z	5204	41
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT..		7334	47
1832	BUSINESS MANAGER, CITY COLLEGE.....	Z	1650	9
8336	BUSINESS MANAGER, JUVENILE COURT.....	Z	1650	9
3104	BUSINESS MANAGER, REC AND PARK DEPT.....	Z	1650	9
9385	BUSINESS SERVICE OFFICER, PORT OF SF....		1650	9
7223	CABLE MACHINERY SUPERVISOR.....		7334	47
7275	CABLE SPLICER SUPERVISOR I.....		7345	49
7308	CABLE SPLICER.....		7345	49
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)		1444	5
3284	CAMP ASSISTANT.....		3284	34

CLASS	TITLE		BENCHMARK	PAGE
3266	CAMP MANAGER		3284	34
7224	CAR AND AUTO PAINTER SUPERVISOR I		7381	54
7309	CAR AND AUTO PAINTER		7381	54
7226	CARPENTER SUPERVISOR I		7344	48
7272	CARPENTER SUPERVISOR II		7344	48
7344	CARPENTER		7344	48
4378	CASH MANAGEMENT AND INVESTMENT OFFICER	Z	1840	15
4320	CASHIER I		1444	6
4321	CASHIER II		1444	6
4322	CASHIER III		1444	6
4372	CASHIER, TAX COLLECTOR		1444	7
7227	CEMENT FINISHER SUPERVISOR I		7514	56
7211	CEMENT MASON SUPERVISOR II		7514	56
7311	CEMENT MASON		7514	57
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH		2312	21
7312	CHAUFFEUR		7355	53
2656	CHEF		2604	28
1658	CHIEF ACCOUNTANT	Z	1650	9
1182	CHIEF ADMINISTRATIVE OFFICER	Z	9998	68
8436	CHIEF ADULT PROBATION OFFICER	Z	9999	71
4269	CHIEF APPRAISER	Z	4261	40
4282	CHIEF ASSISTANT ASSESSOR	Z	9999	70
1680	CHIEF ASSISTANT CONTROLLER	Z	9998	68
4384	CHIEF ASSISTANT TREASURER	Z	9998	69
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS	Z	9998	68
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)	Z	8176	59
8184	CHIEF ATTORNEY II	Z	8176	59
1688	CHIEF AUDITOR	Z	1650	9
6334	CHIEF BUILDING INSPECTOR	Z	7344	48
1410	CHIEF CLERK	Z	1444	4
1129	CHIEF DEPUTY REGISTRAR OF VOTERS-RECORD	Z	9998	68
2812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS		1444	6
8314	CHIEF DEPUTY SHERIFF	Z	8304	64
2626	CHIEF DIETITIAN	Z	2624	29
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR	Z	8146	58
6250	CHIEF ELECTRICAL INSPECTOR	Z	7345	49
8236	CHIEF FIRE ALARM DISPATCHER		8238	62
9179	CHIEF HARBOR ENGINEER	Z	5204	44
6274	CHIEF HOUSING INSPECTOR	Z	7344	48
4340	CHIEF INVESTIGATOR, TAX COLLECTOR		1444	6
1115	CHIEF INVESTMENT OFFICER	Z	1840	14
3638	CHIEF LIBRARIAN	Z	3630	39
2584	CHIEF MEDICAL EXAMINER - CORONER	Z	9999	70
2466	CHIEF MICROBIOLOGIST	Z	2444	24
8230	CHIEF MUSEUM GUARD		8204	60

CLASS	TITLE		BENCHMARK	PAGE
3525	CHIEF MUSEUM PREPARATOR.....		3542	37
3430	CHIEF NURSERY SPECIALIST.....	Z	7514	56
1880	CHIEF OF SYSTEMS.....	Z	1872	17
1279	CHIEF OF TECH SELECTION SERVICES.....	Z	1242	2
1226	CHIEF PAYROLL AND PERSONNEL CLERK.....		1444	4
4226	CHIEF PERSONAL PROPERTY AUDITOR.....	Z	4261	40
6244	CHIEF PLUMBING INSPECTOR.....	Z	7347	52
8418	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	9999	71
2934	CHIEF PSYCHIATRIC SOCIAL WORKER.....	Z	2910	33
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....		2426	23
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.		7334	47
7205	CHIEF STATIONARY ENGINEER.....		7334	47
5216	CHIEF SURVEYOR.....	Z	5204	41
1710	CHIEF TELEPHONE OPERATOR.....		8238	62
9125	CHIEF TRANSIT INFORMATION CLERK.....		1444	7
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	5204	41
7204	CHIEF WATER SERVICE INSPECTOR.....		1466	8
8150	CHIEF WELFARE FRAUD INVESTIGATOR.....	Z	8146	58
9357	CHIEF WHARFINGER.....	Z	1444	7
9218	CHIEF, BUREAU OF AIRPORT SECURITY.....	Z	8304	64
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	1314	3
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	1650	9
8161	CHIEF, FAMILY SUPPORT BUREAU.....	Z	8146	58
2925	CHIEF, MEDICAL SOCIAL SERVICES.....	Z	2910	33
2535	CHIEF, PARAMEDIC DIVISION.....	Z	2312	21
4212	CHIEF, TECHNICAL AND ASSESMENT SERVICES.	Z	4261	40
2944	CHILD WELFARE SUPERVISOR.....	Z	2910	33
2940	CHILD WELFARE WORKER.....	Z	2910	33
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT.		2604	28
2674	CHILDREN'S CENTER HOUSEPARENT.....		2604	28
9411	CITIZEN PARTICIPATION REHAB MONITOR.....	Z	5278	45
2975	CITIZEN'S COMPLAINT OFFICER.....	Z	1233	1
5124	CITY ARCHITECT.....	Z	9999	70
3644	CITY ARCHIVIST.....	Z	3630	39
8197	CITY ATTORNEY.....	Z	9999	71
5158	CITY DISTRIBUTION DIV, ASST MANAGER.....	Z	5204	41
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	5204	41
3670	CITY LIBRARIAN.....	Z	9999	70
5328	CITY PLANNING GRAPHICS AIDE.....		5204	43
5330	CITY PLANNING GRAPHICS SUPERVISOR.....		5204	43
5276	CITY PLANNING INTERN.....	Z	5278	45
7277	CITY SHOPS ASST SUPERINTENDENT.....		7381	54
7150	CITY SHOPS GENERAL SUPERINTENDENT.....	Z	7381	54
5208	CIVIL ENGINEER.....	Z	5204	41
5360	CIVIL ENGINEERING ASSISTANT I.....		5204	43

CLASS	TITLE		BENCHMARK	PAGE
5362	CIVIL ENGINEERING ASSISTANT II.....		5204	43
5364	CIVIL ENGINEERING ASSOCIATE I.....		5204	43
9157	CLAIMS ADJUSTER.....		8146	58
9155	CLAIMS INVESTIGATOR.....		8146	58
1474	CLAIMS PROCESS CLERK.....		1444	5
1494	CLERK I.....		1444	5
1495	CLERK II.....		1444	5
1496	CLERK III.....		1444	5
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK.	Z	9998	68
1444	CLERK STENOGRAPHER.....		1444	4
1424	CLERK TYPIST.....		1444	4
1404	CLERK.....		1444	4
2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	2444	24
2454	CLINICAL PHARMACIST.....		2450	25
2574	CLINICAL PSYCHOLOGIST.....	Z	2574	27
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	9999	70
1948	CODING SUPERVISOR, PURCHASING DEPT.....		1934	18
4366	COLLECTION SUPERVISOR.....		1444	6
4306	COLLECTIONS CLERK.....		1444	6
3591	COLLEGE AIDE.....		3593	38
4310	COMMERCIAL DIV ASST SUPERVISOR.....		1444	6
1116	COMMERCIAL DIVISION ASSISTANT MANAGER...	Z	1840	14
1118	COMMERCIAL DIVISION MANAGER.....	Z	1840	14
4311	COMMERCIAL DIVISION SUPERVISOR.....		1444	6
9396	COMMERCIAL PROPERTY MANAGER.....	Z	4261	40
7257	COMMUNICATION LINE SUPERVISOR I.....		7345	49
7273	COMMUNICATION LINE WORKER SUPV II.....		7345	49
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	1314	3
9976	COMMUNITY RELATIONS SPECIALIST SFUSD....	Z	3593	38
2951	COMMUNITY SERVICES COORDINATOR.....	Z	2910	33
9971	COMMUNITY WORKER.....		2910	33
8166	COMPENSATION CLAIMS SUPERVISOR.....	Z	8146	58
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR....	Z	1736	11
1741	COMPUTER OPERATIONS SUPERVISOR I.....	Z	1736	11
1739	COMPUTER OPERATIONS SUPERVISOR II.....	Z	1736	11
9307	COMPUTER OPERATIONS SUPERVISOR, PORT....		1872	17
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR..	Z	1736	11
1734	COMPUTER OPERATOR I.....		1736	11
1736	COMPUTER OPERATOR II.....		1736	11
1731	COMPUTER OPERATOR TRAINEE.....		1736	11
1514	CONFID SECRETARY OF SUPT OF SCHOOLS.....		1444	5
1520	CONFID SECRETARY TO DISTRICT ATTORNEY...		1444	5
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR	Z	1444	5
1502	CONFID SECY TO DIR, PARKING AUTHORITY...		1444	5
8134	CONFIDENTIAL CRIME REPORTER.....		1444	7

CLASS	TITLE		BENCHMARK	PAGE
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	1840	14
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	1840	14
1516	CONFIDENTIAL SECRETARY TO SUPT, SFJCD...		1444	5
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	1840	14
1523	CONFINDENTIAL SECRETARY TO THE C.A.O....	Z	1444	5
9360	CONSTRUCTION AND MAINT SUPV II, PORT....		7355	53
6318	CONSTRUCTION INSPECTOR.....		5204	43
1330	CONSUMER RELATIONS REP.....		1314	3
8154	CONSUMMER MEDIATION REPRESENTATIVE.....		8146	58
2992	CONTRACT COMPLIANCE OFFICER I.....	Z	1233	1
2978	CONTRACT COMPLIANCE OFFICER II.....		1233	1
1853	CONTROL CLERK, EDP.....		1720	10
1858	CONTROL SUPERVISOR, EDP.....		1720	10
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	8176	59
1682	CONTROLLER.....	Z	9998	68
4130	CONVENTION FACILITIES ASSISTANT MANAGER.	Z	4261	40
2632	COOK-MANAGER, ELEMENTARY SCHOOL.....		2604	28
2634	COOK-MANAGER, SECONDARY SCHOOL.....		2604	28
2654	COOK.....		2604	28
5408	COORDINATOR OF CITIZEN INVOLVEMENT.....	Z	5278	45
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	Z	3630	39
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	3630	39
2991	COORDINATOR, HUMAN RIGHTS COMMISSION....	Z	1233	1
1817	COPY READER.....	Z	5278	45
2580	CORONER'S INVESTIGATOR.....		8146	58
8318	COUNSELOR II.....		8320	65
8321	COUNSELOR-BOYS' RANCH SCHOOL.....		8320	65
8320	COUNSELOR-JUVENILE HALL.....		8320	65
1142	COUNTY CLERK.....	Z	9998	68
8446	COURT ALTERNATIVE SPECIALIST I.....		8440	66
8448	COURT ALTERNATIVE SPECIALIST II.....		8440	66
8113	COURT CLERK.....		1444	7
8138	COURT REPORTER.....		1444	7
3260	CRAFTS INSTRUCTOR.....	Z	3284	34
7423	CRIBBER ASSISTANT SUPERVISOR.....		7514	57
7422	CRIBBER.....		7514	57
8482	CRIME PREVENTION WORKER.....		8204	60
8450	CRIMINAL JUSTICE SPECIALIST I.....	Z	8440	66
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	8440	66
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	8440	66
8260	CRIMINALIST.....	Z	8260	63
3541	CURATOR I.....	Z	3542	37
3542	CURATOR II.....	Z	3542	37
3544	CURATOR III.....	Z	3542	37
3546	CURATOR IV.....	Z	3542	37

CLASS	TITLE		BENCHMARK	PAGE
3262	CURATOR OF ARTS AND CRAFTS, JR MUSEUM...	Z	3284	34
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM...	Z	3284	35
3360	CURATOR OF ZOOLOGICAL EXHIBITS.....	Z	7514	56
3547	CURATOR V.....	Z	3542	37
3540	CURATORIAL AIDE.....		3542	37
2716	CUSTODIAL ASSISTANT SUPERVISOR.....		2708	30
2718	CUSTODIAL SUPERVISOR I.....		2708	30
2708	CUSTODIAN.....		2708	30
3238	DANCE INSTRUCTOR.....	Z	3284	34
1720	DATA ENTRY OPERATOR.....		1720	10
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV	Z	1872	17
9334	DECKHAND, TUGS AND DREDGES.....		7355	53
2202	DENTAL AIDE.....		2426	23
2204	DENTAL HYGIENIST.....		2426	23
2210	DENTIST.....	Z	2230	20
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS..	Z	9998	69
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS...	Z	9999	70
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN..	Z	9998	69
5194	DEP DIRECTOR OF DPW FOR OPERATIONS.....	Z	9998	69
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC.	Z	9999	70
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL.	Z	9998	69
1276	DEPARTMENTAL PERSONNEL DIRECTOR.....	Z	1242	2
1270	DEPARTMENTAL PERSONNEL OFFICER.....	Z	1242	2
2897	DEPUTY DIR FOR PROG PLAN DEV, RES, EVAL.	Z	9998	68
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z	9999	71
2985	DEPUTY DIR,COMMISSION ON AGING.....	Z	9998	68
2896	DEPUTY DIRECTOR FOR COMM HEALTH PROG....	Z	9999	70
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH...	Z	9999	70
2893	DEPUTY DIRECTOR OF ADMINISTRATION.....	Z	9998	68
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CMHS.	Z	9999	70
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	9998	69
5115	DEPUTY DIRECTOR OF PLANNING.....		9999	70
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	9998	69
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	9998	69
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	9998	69
5111	DEPUTY FOR DEVELOPMENT.....	Z	1840	15
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		9998	69
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	9998	69
9185	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	9998	69
8304	DEPUTY SHERIFF.....		8304	64
5183	DEPUTY SUPT, BUILDING INSPECTION.....	Z	5204	41
4373	DEPUTY TAX ADMINISTRATOR.....	Z	9998	69
9337	DIESEL TUGBOAT OPERATOR.....		7355	53
2624	DIETITIAN.....	Z	2624	29
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV..	Z	2556	26

CLASS	TITLE		BENCHMARK	PAGE
5107	DIR OF BUILDINGS AND GROUNDS, SFUSD.....		7334	47
6126	DIR, BUR OF ENVIRONMENTAL HEALTH SERV...	Z	6120	46
9714	DIR, MAYOR'S OFFICE OF EMP AND TRAINING.	Z	1242	2
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	Z	9999	70
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	1840	15
9278	DIRECTOR OF AIRPORTS.....	Z	9998	69
2250	DIRECTOR OF CLINICAL SERVICES.....	Z	2230	20
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z	9999	70
2638	DIRECTOR OF FOOD SERVICES, SFUSD.....	Z	2624	29
1168	DIRECTOR OF HEALTH.....	Z	9999	70
1857	DIRECTOR OF INFORMATION.....	Z	1314	3
8344	DIRECTOR OF JUVENILE HALL.....	Z	8320	65
2452	DIRECTOR OF PHARMACEUTICAL SERVICES.....	Z	2450	25
9189	DIRECTOR OF PLANNING, MUNI RAILWAY.....		5278	45
5116	DIRECTOR OF PLANNING.....	Z	9999	70
4150	DIRECTOR OF PROPERTY.....	Z	9999	70
5190	DIRECTOR OF PUBLIC WORKS.....	Z	9999	70
1162	DIRECTOR OF PURCHASING AND SERVICES.....	Z	9999	70
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR..		1444	6
9177	DIRECTOR OF SYSTEMS SAFETY.....		5204	43
1234	DIRECTOR OF TRAINING.....	Z	1242	2
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	1840	15
2988	DIRECTOR, AGING PROGRAM.....	Z	9998	68
8330	DIRECTOR, BOYS' RANCH SCHOOL.....	Z	8320	65
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY...	Z	1242	2
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS...	Z	9220	67
8488	DIRECTOR, CRIME PREVENTION PROGRAM.....		8204	60
3562	DIRECTOR, CULTURAL AFFAIRS.....	Z	9998	69
2212	DIRECTOR, DIVISION OF DENTAL HEALTH.....	Z	2230	20
8246	DIRECTOR, EMERGENCY SERVICES.....	Z	9998	69
8185	DIRECTOR, FAMILY SUPPORT BUREAU.....	Z	8176	59
9384	DIRECTOR, FINANCE AND ADMINISTRATION....		1840	15
2986	DIRECTOR, HUMAN RIGHTS COMMISSION.....	Z	9999	70
9388	DIRECTOR, MARITIME.....		1840	15
2118	DIRECTOR, MEDICAL RECORDS.....	Z	1444	6
8128	DIRECTOR, OFFICE OF CITIZEN COMPLAINTS..	Z	8146	58
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT....	Z	1242	2
9383	DIRECTOR, PLANNING AND RESEARCH.....	Z	1840	15
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES....	Z	2444	24
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS.....	Z	2910	33
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING...	Z	9999	70
1896	DIRECTOR, WELFARE AUDITS.....	Z	1650	9
2806	DISEASE CONTROL INVESTIGATOR.....	Z	6120	46
8146	DISTRICT ATTORNEY'S INVESTIGATOR.....	Z	8146	58
8196	DISTRICT ATTORNEY.....	Z	9999	71

CLASS	TITLE		BENCHMARK	PAGE
2234	DISTRICT HEALTH OFFICER	Z	2230	20
1278	DIVISION MANAGER, PERSONNEL	Z	1242	2
5156	DIVISION MANAGER, SUBURBAN OPERATIONS	Z	5204	41
3240	DRAMA INSTRUCTOR	Z	3284	34
9340	DREDGING SUPERVISOR		7355	53
2702	DRESSING ROOM ATTENDANT		2708	30
7424	DRYER-MIXER OPERATOR		7355	53
2977	EDUCATION INTEGRATION SPECIALIST	Z	1233	1
1486	EDUCATIONAL CREDENTIALS TECHNICIAN		1444	5
7131	ELEC MAINT AND CONSTRUCTION SUPT	Z	7345	49
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY	Z	7345	49
1403	ELECTIONS CLERK		1444	4
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR		1444	5
1475	ELECTIONS PLANNING SUPERVISOR		1444	5
1414	ELECTIONS SUPERVISOR		1444	4
1471	ELECTIONS WORKER		1444	5
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I		7345	49
7319	ELECTRIC MOTOR REPAIRER		7345	49
5240	ELECTRICAL ENGINEER	Z	5204	42
5350	ELECTRICAL ENGINEERING ASSISTANT I		5204	43
5352	ELECTRICAL ENGINEERING ASSISTANT II		5204	43
5354	ELECTRICAL ENGINEERING ASSOCIATE I		5204	43
6248	ELECTRICAL INSPECTOR	Z	7345	49
7412	ELECTRICAL LINE HELPER		7345	50
7338	ELECTRICAL LINE WORKER		7345	49
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR		7345	49
7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV		7345	50
7253	ELECTRICAL TRANSIT MECHANIC SUPV I		7345	49
7379	ELECTRICAL TRANSIT MECHANIC		7345	50
7409	ELECTRICAL TRANSIT SERVICE WORKER		7345	50
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I		7345	49
7238	ELECTRICIAN SUPERVISOR I		7345	49
7276	ELECTRICIAN SUPERVISOR II		7345	49
7345	ELECTRICIAN		7345	49
2432	ELECTROCARDIOGRAPH TECHNICIAN		2426	23
2436	ELECTROENCEPHALOGRAPH TECHICIAN I		2426	23
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II		2426	23
7365	ELECTRONIC CONTROL SYSTEM TECHNICIAN		7345	50
7318	ELECTRONIC MAINTENANCE TECHNICIAN		7345	49
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR		7345	49
7321	ELEVATOR MECHANIC		7334	47
7476	ELEVATOR OPERATOR	Z	8204	60
2911	ELIGIBILITY APPEALS SPECIALIST	Z	2903	32
2907	ELIGIBILITY WORKER SUPERVISOR		2903	32
2903	ELIGIBILITY WORKER		2903	32

CLASS	TITLE		BENCHMARK	PAGE
8247	EMERGENCY PLANNING COORDINATOR.....		9998	69
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR		2574	27
9702	EMPLOYMENT AND TRAINING SPECIALIST I....	Z	1242	2
9704	EMPLOYMENT AND TRAINING SPECIALIST II...	Z	1242	2
9706	EMPLOYMENT AND TRAINING SPECIALIST III..	Z	1242	2
9708	EMPLOYMENT AND TRAINING SPECIALIST IV...	Z	1242	2
9710	EMPLOYMENT AND TRAINING SPECIALIST V....	Z	1242	2
9366	ENGINEERING AIDE, PORT.....		5204	44
5366	ENGINEERING ASSOCIATE II.....		5204	43
8280	ENVIRONMENTAL CONTROL OFFICER.....		8204	60
6120	ENVIRONMENTAL HEALTH INSPECTOR.....	Z	6120	46
5284	ENVIRONMENTAL REVIEW OFFICER.....	Z	5278	45
1425	EQUALIZATION CLERK-TYPIST.....		1444	4
4230	ESTATE INVESTIGATOR.....	Z	8146	58
3115	EXEC ASST TO GEN MANAGER, REC AND PARK..	Z	3284	34
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	1840	14
1550	EXEC ASST TO THE BD OF ED		1840	14
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	9998	68
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM..	Z	9998	68
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z	9999	71
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	8440	66
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	9998	68
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	1840	15
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	1840	14
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	1840	15
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	1840	14
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	9998	68
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	9998	68
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM.	Z	9998	69
1574	EXECUTIVE SECRETARY TO THE CONTROLLER...	Z	1840	14
3566	EXECUTIVE SECRETARY, MUSEUMS.....	Z	1650	9
8157	FAMILY SUPPORT INVESTIGATOR I.....	Z	8146	58
8158	FAMILY SUPPORT INVESTIGATOR II.....	Z	8146	58
8159	FAMILY SUPPORT INVESTIGATOR III.....	Z	8146	58
9110	FARE COLLECTIONS RECEIVER.....		1444	7
3402	FARMER.....	Z	7514	56
3480	FARMERS MARKET MANAGER.....		1840	15
1914	FILM SERVICE TECHNICIAN.....		1934	18
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH.	Z	1650	9
1487	FINANCIAL AIDS ASSISTANT.....		2903	32
1678	FINANCIAL OPERATIONS DIRECTOR.....	Z	1650	9
1679	FINANCIAL REPORTS SPECIALIST.....	Z	1650	9
8249	FINGERPRINT TECHNICIAN I.....		8260	63
8250	FINGERPRINT TECHNICIAN II.....		8260	63
8251	FINGERPRINT TECHNICIAN III.....		8260	63

CLASS	TITLE		BENCHMARK	PAGE
8234	FIRE ALARM DISPATCHER		8238	62
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR		7347	52
7323	FIRE DEPT WATER SYSTEM ASST SUPV		7347	52
5215	FIRE PROTECTION ENGINEER	Z	5204	41
6280	FIRE SAFETY INSPECTOR I		7344	48
6281	FIRE SAFETY INSPECTOR II		7344	48
9980	FIRE SAFETY TECHNICIAN		8204	60
2637	FOOD SERVICE ASSISTANT SUPERVISOR	Z	2624	29
2618	FOOD SERVICE SUPERVISOR		2604	28
2604	FOOD SERVICE WORKER		2604	28
2523	FORENSIC AUTOSPY TECHNICIAN		2312	21
9346	FUSION WELDER		7347	52
3418	GARDENER ASSISTANT SUPERVISOR		7514	56
3417	GARDENER		7514	56
3416	GARDENER		7514	56
7130	GEN SUPERINTENDENT, FACILITIES MAINT	Z	7345	49
9159	GENERAL CLAIMS AGENT	Z	8146	58
8512	GENERAL CLERK-TYPIST		1444	7
7215	GENERAL LABORER SUPERVISOR I		7514	56
7514	GENERAL LABORER		7514	57
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	9998	68
1150	GENERAL MANAGER, DEPT OF ELECTRICITY	Z	9999	70
2974	GENERAL MANAGER, DEPT OF SOC SERVICES	Z	9999	70
5185	GENERAL MANAGER, METCH METCMY PROJECT	Z	1840	15
9186	GENERAL MANAGER, MUNICIPAL RAILWAY	Z	9998	69
1292	GENERAL MANAGER, PERSONNEL	Z	9998	68
3140	GENERAL MANAGER, REC-PARK DEPT	Z	9999	70
2786	GENERAL SERVICES MANAGER		2708	30
2748	GENERAL SERVICES SUPERVISOR		2708	30
7325	GENERAL UTILITY MECHANIC		7381	54
7233	GLAZIER SUPERVISOR I		7344	48
7326	GLAZIER		7344	48
3226	GOLF COURSE STARTER		3284	34
7327	GRANITE CUTTER		7514	57
5322	GRAPHIC ARTIST		5204	43
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS		1444	7
2546	HANDICRAFT INSTRUCTOR		2556	26
9350	HARBOR POLICE OFFICER		8304	64
1656	HEAD ACCOUNTANT	Z	1650	9
9242	HEAD AIRPORT ELECTRICIAN		7345	50
3324	HEAD ANIMAL KEEPER		7514	56
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL	Z	8176	59
9336	HEAD DREDGE LEVER OPERATOR		7355	53
7351	HEAD MEAT CUTTER		2604	28
8210	HEAD PARK PATROL OFFICER		8204	60

CLASS	TITLE		BENCHMARK	PAGE
1774	HEAD PHOTOGRAPHER		1770	13
2119	HEALTH CARE ANALYST	Z	1840	15
1635	HEALTH CARE BILLING CLERK I		1444	6
1636	HEALTH CARE BILLING CLERK II		1444	6
2822	HEALTH EDUCATOR	Z	1314	3
2589	HEALTH PROGRAM COORDINATOR I	Z	2312	21
2591	HEALTH PROGRAM COORDINATOR II	Z	2312	21
2593	HEALTH PROGRAM COORDINATOR III	Z	2312	21
2818	HEALTH PROGRAM PLANNER		2574	27
2585	HEALTH WORKER I		2312	21
2586	HEALTH WORKER II		2312	21
2587	HEALTH WORKER III		2312	21
2588	HEALTH WORKER IV		2312	21
6235	HEAT AND VENTILATION INSPECTOR		7334	47
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV	Z	7355	53
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR	Z	7355	53
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR		7381	54
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS	Z	5204	41
2420	HISTOLOGY TECHNICIAN		2312	21
7428	HODCARRIER		7514	57
2994	HOMEMAKER		2910	33
2140	HOSPITAL ADMINISTRATIVE ASSISTANT	Z	1840	15
2143	HOSPITAL ASSISTANT ADMINISTRATOR	Z	9998	68
2145	HOSPITAL ASSOCIATE ADMINISTRATOR	Z	9998	68
2908	HOSPITAL ELIGIBILITY WORKER		2903	32
2909	HOSPITAL ELIGIBILTY SUPERVISOR		2903	32
2706	HOUSEKEEPER		2708	30
6270	HOUSING INSPECTOR	Z	7344	48
5320	ILLUSTRATOR AND ART DESIGNER	Z	5204	43
5209	INDUSTRIAL ENGINEER	Z	5204	41
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY	Z	8146	58
3424	INSECTICIDE SPRAY OPERATOR		7514	56
6220	INSPECTOR OF WEIGHTS AND MEASURES		3450	36
7524	INSTITUTION UTILITY WORKER		2708	30
2120	INSTITUTIONAL ADMITTING OFFICER		2312	21
8206	INSTITUTIONAL POLICE CAPTAIN		8204	60
8209	INSTITUTIONAL POLICE LIEUTENANT		8204	60
8204	INSTITUTIONAL POLICE OFFICER		8204	60
8205	INSTITUTIONAL POLICE SERGEANT		8204	60
3593	INSTRUCTIONAL AIDE I		3593	38
3594	INSTRUCTIONAL AIDE II		3593	38
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR	Z	5278	45
1920	INVENTORY CLERK		1444	6
8124	INVESTIGATOR, OFFICE OF CITIZEN COMPLAIN	Z	8146	58
4334	INVESTIGATOR, TAX COLLECTOR		1444	6

CLASS	TITLE		BENCHMARK	PAGE
2517	JAIL MEDICAL TECHNICIAN		2312	21
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR		2708	30
2720	JANITORIAL SERVICES SUPERVISOR		2708	30
1626	JUNIOR ACCOUNT CLERK		1444	5
1820	JUNIOR ADMINISTRATIVE ANALYST	Z	1840	14
5202	JUNIOR CIVIL ENGINEER	Z	5204	41
1442	JUNIOR CLERK STENOGRAPHER		1444	4
1422	JUNIOR CLERK TYPIST		1444	4
1402	JUNIOR CLERK		1444	4
5234	JUNIOR ELECTRICAL ENGINEER	Z	5204	42
1840	JUNIOR MANAGEMENT ASSISTANT	Z	1840	14
5250	JUNIOR MECHANICAL ENGINEER	Z	5204	42
3285	JUNIOR MUSEUM DIRECTOR	Z	3284	34
2484	JUNIOR PUBLIC HEALTH CHEMIST	Z	2444	24
5220	JUNIOR WATER PURIFICATION ENGINEER	Z	5204	41
2402	LABORATORY HELPER		2312	21
3406	LAND USE AIDE	Z	4261	40
5274	LANDSCAPE ARCHITECT	Z	5204	42
3440	LANDSCAPING AND STREET PLANTING SUPV		7514	56
2782	LAUNDRY SUPERINTENDENT		2760	31
2780	LAUNDRY WORKER SUPERVISOR		2760	31
2760	LAUNDRY WORKER		2760	31
8173	LEGAL ASSISTANT		1444	7
8106	LEGAL PROCESS CLERK		1444	7
1458	LEGAL STENOGRAPHER		1444	5
8118	LEGISLATION CLERK		1444	7
1831	LEGISLATIVE AIDE, BOARD OF SUPERVISORS	Z	1840	14
8116	LEGISLATIVE CALENDAR CLERK		1444	7
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION		1444	5
3630	LIBRARIAN I	Z	3630	39
3633	LIBRARIAN II ASIAN ART	Z	3630	39
3631	LIBRARIAN II FINE ARTS	Z	3630	39
3632	LIBRARIAN II	Z	3630	39
3634	LIBRARIAN III	Z	3630	39
3610	LIBRARY ASSISTANT		3630	39
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY		3630	39
3602	LIBRARY PAGE		3630	39
3616	LIBRARY TECHNICAL ASSISTANT I		3630	39
3618	LIBRARY TECHNICAL ASSISTANT II		3630	39
4336	LICENSE BUREAU ASSISTANT SUPERVISOR		1444	6
2312	LICENSED VOCATIONAL NURSE		2312	21
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER		5204	43
7510	LIGHTING FIXTURE MAINTENANCE WORKER		7345	50
6252	LINE INSPECTOR		7345	49
3202	LOCKER ROOM ATTENDANT		3284	34

CLASS	TITLE		BENCHMARK	PAGE
7236	LOCKSMITH SUPERVISOR I.....		7344	48
7342	LOCKSMITH.....		7344	48
7123	MACHINE SHOP AND PARKING METER SUPT.....	Z	7381	54
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR		1760	12
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY.	Z	7344	48
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ.	Z	7344	48
7219	MAINTENANCE ESTIMATOR AND SCHEDULER.....		7344	48
7434	MAINTENANCE MACHINIST HELPER.....		7381	54
7258	MAINTENANCE MACHINIST SUPERVISOR I.....		7381	54
7332	MAINTENANCE MACHINIST.....		7381	54
7263	MAINTENANCE MANGER, SFUSD.....		7334	47
7262	MAINTENANCE PLANNER, SFUSD.....		7334	47
1815	MANAGEMENT AIDE.....		1840	14
1825	MANAGEMENT ANALYST.....	Z	1840	14
1842	MANAGEMENT ASSISTANT.....	Z	1840	14
1821	MANAGEMENT INFO SYSTEMS MANAGER.....	Z	1242	2
1818	MANAGEMENT INFO SYSTEMS SPECIALIST II...	Z	1242	2
1819	MANAGEMENT INFO SYSTEMS SPECIALIST III..	Z	1242	2
1811	MANAGEMENT INFORMATION SYSTEMS SPECIALIS	Z	1242	2
1808	MANAGEMENT INFORMATION SYSTEMS TECH I...		1720	10
1807	MANAGEMENT INFORMATION SYSTEMS TECH II..	Z	1720	10
9373	MANAGER OF MARKETING.....	Z	1314	3
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC	Z	1872	17
1886	MANAGER, BUR OF PERFORM MONITORING, PUC.	Z	1840	14
5132	MANAGER, BUR OF WATER POLLUTION CONTROL.	Z	9998	69
1890	MANAGER, DATA PROCESSING, SFUSD.....	Z	9998	68
7119	MANAGER, SEWER REPAIR.....		9998	69
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR...		9998	69
3232	MARINA ASSISTANT MANAGER.....		3284	34
3234	MARINA MANAGER.....		3284	34
9335	MARINE FIRE AND BOILER OPERATOR.....		7355	53
9376	MARKET RESEARCH SPECIALIST, PORT.....	Z	1840	15
1924	MATERIALS AND SUPPLIES SUPERVISOR.....		1934	18
1944	MATERIALS COORDINATOR.....		1952	19
5304	MATERIALS TESTING AIDE.....		5204	42
5305	MATERIALS TESTING TECHNICIAN.....		5204	42
1848	MAYOR'S PROGRAM CONSULTANT.....	Z	1840	14
1849	MAYOR'S PROGRAM MANAGER.....	Z	1840	14
1851	MAYOR'S SENIOR PROGRAM MANAGER.....	Z	1840	14
1190	MAYOR.....	Z	9998	68
7350	MEAT CUTTER		2604	28
5256	MECHANICAL ENGINEER.....	Z	5204	42
5342	MECHANICAL ENGINEERING ASSISTANT I.....		5204	43
5344	MECHANICAL ENGINEERING ASSISTANT II.....		5204	43
5346	MECHANICAL ENGINEERING ASSOCIATE I.....		5204	43

CLASS	TITLE		BENCHMARK	PAGE
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....		7381	54
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM..	Z	2230	20
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR.....		1444	7
8170	MEDICAL CLAIMS SUPERVISOR.....	Z	1444	7
1464	MEDICAL CLERK STENOGRAPHER.....		1444	5
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL.	Z	9999	70
2430	MEDICAL EVALUATIONS ASSISTANT		2426	23
3658	MEDICAL LIBRARIAN.....	Z	3630	39
2110	MEDICAL RECORDS CLERK.....		1444	6
3650	MEDICAL RECORDS LIBRARIAN.....		1444	6
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR...		1444	6
2112	MEDICAL RECORDS TECHNICIAN.....		1444	6
2924	MEDICAL SOCIAL WORK SUPERVISOR.....	Z	2910	33
2920	MEDICAL SOCIAL WORKER.....	Z	2910	33
2528	MEDICAL STEWARD.....		2312	21
1440	MEDICAL TRANSCRIBER TYPIST.....		1444	4
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM...		1840	14
2823	MENTAL HEALTH EDUCATOR.....	Z	1314	3
7389	METALSMITH.....		7381	54
1466	METER READER.....		1466	8
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	1314	3
2462	MICROBIOLOGIST.....	Z	2444	24
1750	MICROPHOTO TECHNICIAN.....		1760	12
2520	MORGUE ATTENDANT.....		2312	21
9998	MULTIPLE BENCHMARK CLASSES - GROUP A		9998	69
3419	MUNICIPAL STADIUM GROUNDKEEPER.....		7514	56
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)		3542	37
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS)	Z	3542	37
3526	MUSEUM CONSERVATOR ASSISTANT.....		3542	37
3528	MUSEUM CONSERVATOR.....		3542	37
3502	MUSEUM EXHIBIT PACKER AND REPAIRER.....		3542	37
3550	MUSEUM EXHIBITION DESIGNER.....	Z	3542	37
8226	MUSEUM GUARD.....		8204	60
3534	MUSEUM PHOTOGRAPHER.....		1770	13
3520	MUSEUM PREPARATOR.....		3542	37
3556	MUSEUM REGISTRAR.....		3542	37
8423	NEIGHBORHOOD COORDINATOR.....	Z	8440	66
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE.....		1444	7
3428	NURSERY SPECIALIST.....		7514	56
2446	NUTRITIONIST.....	Z	2624	29
2548	OCCUPATIONAL THERAPIST.....	Z	2556	26
1760	OFFSET MACHINE OPERATOR.....		1760	12
7328	OPERATING ENGINEER, UNIVERSAL		7355	53
2310	OPERATING ROOM TECHNICIAN.....		2312	21
1829	OPERATIONS ANALYST.....	Z	1840	14

CLASS	TITLE		BENCHMARK	PAGE
2561	OPTOMETRIST		2556	26
3250	ORCHESTRA INSTRUCTOR	Z	3284	34
2301	ORDERLY TRAINEE		2312	21
2302	ORDERLY		2312	21
3530	ORGANIST		3284	34
9342	ORNAMENTAL IRON WORKER SUPERVISOR I		7344	48
7395	ORNAMENTAL IRON WORKER		7344	48
2514	ORTHOPEDIC TECHNICIAN I		2312	21
2515	ORTHOPEDIC TECHNICIAN II		2312	21
7242	PAINTER SUPERVISOR I		7346	51
7278	PAINTER SUPERVISOR II		7346	51
7346	PAINTER		7346	51
2534	PARAMEDIC SUPERVISOR	Z	2312	21
2532	PARAMEDIC		2312	21
8208	PARK PATROL OFFICER		8204	60
3422	PARK SECTION SUPERVISOR		7514	56
1104	PARKING AUTHORITY DIRECTOR	Z	9998	68
8214	PARKING CONTROL OFFICER		8214	61
7243	PARKING METER REPAIRER SUPERVISOR I		7384	55
7444	PARKING METER REPAIRER		7384	55
3350	PARKS SUPERINTENDENT	Z	9999	70
1637	PATIENT ACCOUNTS CLERK		1444	6
1664	PATIENT ACCOUNTS MANAGER		1444	6
1663	PATIENT ACCOUNTS SUPERVISOR		1444	6
7358	PATTERNMAKER		7344	48
1220	PAYROLL CLERK		1444	4
1218	PAYROLL SUPERVISOR	Z	1444	4
4119	PERFORMONG ARTS CENTER AIDE		1840	15
4220	PERSONAL PROPERTY AUDITOR	Z	4261	40
1242	PERSONNEL ANALYST	Z	1242	2
1202	PERSONNEL CLERK		1444	4
1201	PERSONNEL TECHNICAN TRAINEE		1242	2
1203	PERSONNEL TECHNICIAN		1444	4
2450	PHARMACIST	Z	2450	25
2406	PHARMACY HELPER		2312	21
2409	PHARMACY TECHNICIAN		2312	21
1772	PHOTO LITHOGRAPHER		1760	12
1770	PHOTOGRAPHER		1770	13
3258	PHOTOGRAPHY DIRECTOR	Z	3284	34
3256	PHOTOGRAPHY INSTRUCTOR	Z	3284	34
2556	PHYSICAL THERAPIST	Z	2556	26
2554	PHYSICAL THERAPY AIDE		2556	26
2230	PHYSICIAN SPECIALIST	Z	2230	20
2220	PHYSICIAN	Z	2230	20
3248	PIANIST	Z	3284	34

CLASS	TITLE		BENCHMARK	PAGE
7359	PIANO TUNER		3284	35
9330	PILE WORKER		7344	48
9331	PILEDRIVER ENGINE OPERATOR		7355	53
9332	PILEDRIVER SUPERVISOR I		7344	48
7360	PIPE WELDER		7347	52
6262	PLAN CHECKER (ARCHITECTURAL)		5204	43
5277	PLANNER I	Z	5278	45
5278	PLANNER II	Z	5278	45
5292	PLANNER III (ZONING)	Z	5278	45
5298	PLANNER III ENVIRONMENTAL REVIEW	Z	5278	45
5281	PLANNER III, ADMINISTRATIVE	Z	5278	45
5293	PLANNER III, TRANSPORTATION	Z	5278	45
5291	PLANNER III, URBAN DESIGN	Z	5278	45
5280	PLANNER III	Z	5278	45
5294	PLANNER IV (ZONING)	Z	5278	45
5299	PLANNER IV ENVIRONMENTAL REVIEW	Z	5278	45
5296	PLANNER IV, URBAN SYSTEMS ANALYST	Z	5278	45
5282	PLANNER IV	Z	5278	45
5297	PLANNER V (ZONING)	Z	5278	45
5283	PLANNER V, URBAN DESIGN	Z	5278	45
5412	PLANNING COORDINATOR	Z	5278	45
7361	PLASTERER		7344	48
7213	PLUMBER SUPERVISOR I		7347	52
7239	PLUMBER SUPERVISOR II		7347	52
7347	PLUMBER		7347	52
6242	PLUMBING INSPECTOR	Z	7347	52
8274	POLICE CADET		8214	61
8238	POLICE COMMUNICATIONS DISPATCHER		8238	62
8213	POLICE SERVICES AIDE		8214	61
1803	POLICE STATISTICAL CLERK		1444	6
3208	POOL LIFEGUARD		3284	34
9397	PORT DEVELOPMENT CONSULTANT		5278	45
9389	PORT TRAFFIC ANALYST	Z	1840	15
9387	PORT TRAFFIC MANAGER	Z	1840	15
2738	PORTER ASSISTANT SUPERVISOR		2708	30
2740	PORTER SUPERVISOR I		2708	30
2736	PORTER		2708	30
2273	POST M.D. I	Z	2230	20
2276	POST M.D. II	Z	2230	20
2277	POST M.D. III	Z	2230	20
2279	POST M.D. IV	Z	2230	20
2281	POST M.D. V	Z	2230	20
2283	POST M.D. VI	Z	2230	20
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I		7345	49
7128	POWER HOUSE SUPERINTENDENT	Z	7345	49

CLASS	TITLE		BENCHMARK	PAGE
7244	POWER PLANT SUPERVISOR I.....		7345	49
7279	POWERHOUSE ELECTRICIAN SUPV II.....		7345	49
7363	POWERHOUSE ELECTRICIAN.....		7345	49
7364	POWERHOUSE OPERATOR.....		7345	49
1634	PRINCIPAL ACCOUNT CLERK.....		1444	6
1654	PRINCIPAL ACCOUNTANT.....	Z	1650	9
1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	1840	14
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	4261	40
5273	PRINCIPAL ARCHITECT.....	Z	5204	42
5212	PRINCIPAL CIVIL ENGINEER.....	Z	5204	41
1450	PRINCIPAL CLERK STENOGRAPHER		1444	5
1408	PRINCIPAL CLERK.....		1444	4
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	Z	6120	46
9117	PRINCIPAL FARE COLLECTIONS RECEIVER.....		1444	7
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR...		1444	6
1461	PRINCIPAL LEGAL STENOGRAPHER.....	Z	1444	5
3524	PRINCIPAL MUSEUM PREPARATOR.....		3542	37
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK...		1444	4
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR.....	Z	4261	40
1246	PRINCIPAL PERSONNEL ANALYST.....	Z	1242	2
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	8146	58
4267	PRINCIPAL REAL PROPERTY APPRAISER.....	Z	4261	40
3291	PRINCIPAL RECREATION SUPERVISOR.....	Z	3284	34
4143	PRINCIPAL RIGHT-OF-WAY-AGENT.....	Z	4261	40
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE..	Z	1444	5
1216	PRINCIPAL TIMEROLL AUDIT CLERK.....		1444	4
5233	PRINCIPAL TRAFFIC ENGINEER.....	Z	5204	42
1480	PRINCIPAL WATER SERVICES CLERK.....		1444	5
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	8176	59
8419	PRISONER SERVICES COUNSELOR.....		8440	66
8440	PROBATION OFFICER.....		8440	66
8102	PROCESS SERVER.....		1444	7
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY.	Z	5278	45
2895	PROGRAM CHIEF, CMHS.....		9999	70
2894	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH..	Z	9999	70
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY.	Z	5278	45
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	5278	45
1870	PROGRAMMER ANALYST TRAINEE.....	Z	1872	17
1872	PROGRAMMER ANALYST.....	Z	1872	17
8425	PROJECT COORDINATOR, SAFE.....	Z	8440	66
1879	PROJECT MANAGER, SPECIAL PROJECT.....	Z	1872	17
7336	PROPERTY REHABILITATION MANAGER.....	Z	7344	48
7320	PROPERTY STAGE HAND.....		7344	48
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY	Z	8146	58
2304	PSYCHIATRIC ORDERLY.....		2312	21

CLASS	TITLE		BENCHMARK	PAGE
2930	PSYCHIATRIC SOCIAL WORKER	Z	2910	33
2305	PSYCHIATRIC TECHNICIAN		2312	21
1126	PUBLIC ADMINISTRATOR	Z	9998	68
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	9998	69
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT	Z	9998	69
8142	PUBLIC DEFENDER'S INVESTIGATOR	Z	8146	58
8196	PUBLIC DEFENDER	Z	9999	71
2486	PUBLIC HEALTH CHEMIST I	Z	2444	24
2488	PUBLIC HEALTH CHEMIST II	Z	2444	24
2490	PUBLIC HEALTH CHEMIST III	Z	2444	24
1312	PUBLIC INFORMATION OFFICER		1314	3
1310	PUBLIC RELATIONS ASSISTANT		1444	4
1314	PUBLIC RELATIONS OFFICER	Z	1314	3
9391	PUBLIC RELATIONS REP, PORT OF SF	Z	1314	3
9914	PUBLIC SERVICE AIDE-ADMINISTRATION		3593	38
9922	PUBLIC SERVICE AIDE-ASSOC TO PROFESSIONA		1840	16
9920	PUBLIC SERVICE AIDE-ASST TO PROFESSIONAL		1840	16
9924	PUBLIC SERVICE AIDE-HEALTH SERVICES		2312	22
9926	PUBLIC SERVICE AIDE-LEGAL ENFORCEMENT		2312	22
9916	PUBLIC SERVICE AIDE-PUBLIC WORKS		7514	57
9918	PUBLIC SERVICE AIDE-SECURITY		8204	60
9912	PUBLIC SERVICE AIDE-TECHNICAL		3542	37
9910	PUBLIC SERVICE TRAINEE		1444	7
9940	PUBLIC WORKS AIDE		7514	57
1954	PURCHASER, PRINTING	Z	1952	19
1952	PURCHASER	Z	1952	19
3535	RADIO ANNOUNCER - OPERATOR		5204	41
5246	RADIO ENGINEER	Z	5204	42
7367	RADIO TECHNICIAN		5204	43
2425	RADIOLOGIC TECHNOLOGIST I		2426	23
2426	RADIOLOGIC TECHNOLOGIST II		2426	23
2427	RADIOLOGIC TECHNOLOGIST III		2426	23
2423	RADIOLOGIC TECHNOLOGIST INTERN		2426	23
2240	RADIOLOGIST	Z	2230	20
4256	REAL ESTATE ANALYST	Z	4261	40
4260	REAL PROPERTY APPRAISER TRAINEE		4261	40
4261	REAL PROPERTY APPRAISER	Z	4261	40
4160	REAL PROPERTY LOAN OFFICER	Z	4261	40
3284	RECREATION DIRECTOR	Z	3284	34
3294	RECREATION SUPERINTENDENT	Z	9999	70
3289	RECREATION SUPERVISOR	Z	3284	34
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF		1314	3
1128	REGISTRAR OF VOTERS-RECORDER	Z	9998	68
2566	REHABILITATION COUNSELOR	Z	2910	33
8420	REHABILITATION SERVICES COORDINATOR	Z	8440	66

CLASS	TITLE		BENCHMARK	PAGE
4110	RENTAL PROPERTY SUPERVISOR	Z	4261	40
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION	Z	1233	1
1763	REPRODUCTION SUPERVISOR I		1760	12
1802	RESEARCH ASSISTANT	Z	1650	9
2575	RESEARCH PSYCHOLOGIST	Z	2574	27
1813	RETIREMENT ANALYST	Z	1650	9
1112	RETIREMENT SYSTEM GENERAL MANAGER	Z	9998	68
8140	RETIREMENT SYSTEM INVESTIGATOR	Z	8146	58
3305	RIDES ATTENDANT HELPER		3284	34
3306	RIDES ATTENDANT		3284	34
7370	RIGGER		7514	57
4140	RIGHT-OF-WAY AGENT	Z	4261	40
6102	RODENT CONTROL TECHNICIAN		6120	46
9344	ROOFER SUPERVISOR I		7344	48
9343	ROOFER		7344	48
5177	SAFETY OFFICER	Z	5204	41
9393	SALES MANAGER, PORT OF SAN FRANCISCO	Z	1314	3
5248	SANITARY ENGINEER	Z	5204	42
6106	SANITARY ENGINEERING TECHNICIAN		2444	24
3597	SCHOOL AIDE II		3593	38
3598	SCHOOL AIDE III		3593	38
5269	SCHOOL ARCHITECTURAL COORDINATOR	Z	5204	42
6340	SCHOOL CONSTRUCTION COORDINATOR	Z	5204	43
8201	SCHOOL CROSSING GUARD		8204	60
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I		2708	30
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II		2708	30
2727	SCHOOL CUSTODIAN SUPERVISOR I		2708	30
5279	SCHOOL FACILITIES NEEDS ANALYST	Z	5278	45
5295	SCHOOL FACILITIES PLANNER	Z	5278	45
3474	SCHOOL GROUNDS SUPERVISOR		7514	56
7209	SCHOOL HEATING AND VENTILATION SUPV		7334	47
2636	SCHOOL LUNCHROOM AREA SUPERVISOR	Z	2624	29
2630	SCHOOL LUNCHROOM COOK		2604	28
2615	SCHOOL LUNCHROOM HELPER		2604	28
8203	SCHOOL PATROL AIDE		8204	60
3596	SCHOOL SECURITY AIDE		3593	38
1928	SCHOOL SUPPLIES ANALYST	Z	1952	19
9176	SCHOOL TRANSPORTATION SCHEDULER		1840	15
9178	SCHOOL TRANSPORTATION SUPERVISOR	Z	1840	15
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR		1934	18
1939	SCHOOL WAREHOUSE SUPERVISOR	Z	1934	18
9276	SECRETARY, AIRPORTS COMMISSION	Z	1840	15
1446	SECRETARY, COMMISSION ON THE AGING	Z	1444	5
1540	SECRETARY, FIRE COMMISSION	Z	1840	14
1544	SECRETARY, LIBRARY COMMISSION	Z	1840	14

CLASS	TITLE		BENCHMARK	PAGE
1548	SECRETARY, SOCIAL SERVICES COMMISSION...	Z	1840	14
4331	SECURITY ANALYST.....	Z	1840	15
8202	SECURITY GUARD.....		8204	60
8221	SECURITY SERVICES MANAGER, PUC.....	Z	8204	60
1632	SENIOR ACCOUNT CLERK.....		1444	6
1652	SENIOR ACCOUNTANT.....	Z	1650	9
1640	SENIOR ACCOUNTING MACHINE OPERATOR.....		1444	6
1823	SENIOR ADMINISTRATIVE ANALYST.....	Z	1840	14
9213	SENIOR AIRFIELD SAFETY OFFICER.....		9220	67
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION.		8238	62
3321	SENIOR ANIMAL KEEPER.....		7514	56
5270	SENIOR ARCHITECT.....	Z	5204	42
1828	SENIOR ASSOCIATE BUDGET ANALYST.....	Z	1650	9
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL....	Z	8176	59
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....		1760	12
6238	SENIOR BOILER INSPECTOR.....		7347	52
7418	SENIOR BOOK REPAIRER.....		3630	39
6333	SENIOR BUILDING INSPECTOR.....	Z	7344	48
1217	SENIOR CERTIFICATION CLERK.....		1444	4
2942	SENIOR CHILD WELFARE WORKER.....	Z	2910	33
5210	SENIOR CIVIL ENGINEER.....	Z	5204	41
9156	SENIOR CLAIMS INVESTIGATOR.....		8146	58
1476	SENIOR CLAIMS PROCESS CLERK.....		1444	5
1446	SENIOR CLERK STENOGRAPHER.....		1444	4
1426	SENIOR CLERK TYPIST.....		1444	4
8516	SENIOR CLERK TYPIST.....		1444	7
1406	SENIOR CLERK.....		1444	4
4308	SENIOR COLLECTIONS CLERK.....		1444	6
1737	SENIOR COMPUTER OPERATOR.....		1736	11
8136	SENIOR CONFIDENTIAL CRIME REPORTER.....		1444	7
1855	SENIOR CONTROL CLERK, EDP.....		1720	10
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL...		8320	65
8322	SENIOR COUNSELOR JUVENILE HALL.....		8320	65
8262	SENIOR CRIMINALIST.....	Z	8260	63
1721	SENIOR DATA ENTRY OPERATOR.....		1720	10
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER...	Z	1242	2
8306	SENIOR DEPUTY SHERIFF.....		8304	64
2808	SENIOR DISEASE CONTROL INVESTIGATOR.....	Z	6120	46
8147	SENIOR DISTRICT ATTORNEY'S INVESTIGATOR.	Z	8146	58
5242	SENIOR ELECTRICAL ENGINEER.....	Z	5204	42
6249	SENIOR ELECTRICAL INSPECTOR.....		7345	49
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN....		2426	23
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR....	Z	2903	32
2905	SENIOR ELIGIBILITY WORKER.....	Z	2903	32
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR...	Z	6120	46

CLASS	TITLE		BENCHMARK	PAGE
1407	SENIOR EQUALIZATION CLERK		1444	4
9116	SENIOR FARE COLLECTIONS RECEIVER		1444	7
2619	SENIOR FOOD SERVICE SUPERVISOR		2604	28
2606	SENIOR FOOD SERVICE WORKER		2604	28
7330	SENIOR GENERAL UTILITY MECHANIC		7381	54
2825	SENIOR HEALTH EDUCATOR	Z	1314	3
2820	SENIOR HEALTH PROGRAM PLANNER	Z	2574	27
6272	SENIOR HOUSING INSPECTOR	Z	7344	48
1922	SENIOR INVENTORY CLERK		1444	6
4335	SENIOR INVESTIGATOR, TAX COLLECTOR		1444	6
5275	SENIOR LANDSCAPE ARCHITECT	Z	5204	42
2770	SENIOR LAUNDRY WORKER		2760	31
B164	SENIOR LAW CLERK		1444	7
8108	SENIOR LEGAL PROCESS CLERK		1444	7
1460	SENIOR LEGAL STENOGRAPHER		1444	5
8120	SENIOR LEGISLATION CLERK	Z	1444	7
1844	SENIOR MANAGEMENT ASSISTANT	Z	1840	14
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR		1934	18
5258	SENIOR MECHANICAL ENGINEER	Z	5204	42
2922	SENIOR MEDICAL SOCIAL WORKER	Z	2910	33
2530	SENIOR MEDICAL STEWARD		2312	21
2464	SENIOR MICROBIOLOGIST	Z	2444	24
1752	SENIOR MICROPHOTO TECHNICIAN		1760	12
2522	SENIOR MORGUE ATTENDANT		2312	21
8228	SENIOR MUSEUM GUARD		8204	60
3522	SENIOR MUSEUM PREPARATOR		3542	37
8424	SENIOR NEIGHBORHOOD COORDINATOR	Z	8440	66
2550	SENIOR OCCUPATIONAL THERAPIST	Z	2556	26
1762	SENIOR OFFSET MACHINE OPERATOR		1760	12
1120	SENIOR ORDERLY		2312	22
1222	SENIOR PAYROLL AND PERSONNEL CLERK		1444	4
4222	SENIOR PERSONAL PROPERTY AUDITOR	Z	4261	40
1244	SENIOR PERSONNEL ANALYST	Z	1242	2
1204	SENIOR PERSONNEL CLERK		1444	4
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP	Z	2450	25
2408	SENIOR PHARMACY HELPER		2312	21
3267	SENIOR PHOTOGRAPHY INSTRUCTOR	Z	3284	34
2558	SENIOR PHYSICAL THERAPIST	Z	2556	26
2232	SENIOR PHYSICIAN SPECIALIST	Z	2230	20
2222	SENIOR PHYSICIAN	Z	2230	20
6266	SENIOR PLAN CHECKER	Z	5204	43
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER		8238	62
7365	SENIOR POWERHOUSE OPERATOR		7345	49
8442	SENIOR PROBATION OFFICER		8440	66
1874	SENIOR PROGRAMMER ANALYST	Z	1872	17

CLASS	TITLE		BENCHMARK	PAGE
2306	SENIOR PSYCHIATRIC ORDERLY		2312	21
2932	SENIOR PSYCHIATRIC SOCIAL WORKER	Z	2910	33
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR		8146	58
1956	SENIOR PURCHASER	Z	1952	19
7368	SENIOR RADIO TECHNICIAN		5204	43
4265	SENIOR REAL PROPERTY APPRAISER	Z	4261	40
4142	SENIOR RIGHT-OF-WAY AGENT	Z	4261	40
6104	SENIOR RODENT CONTROL TECHNICIAN		6120	46
5249	SENIOR SANITARY ENGINEER	Z	5204	42
2478	SENIOR SEWAGE TREATMENT CHEMIST	Z	2444	24
2774	SENIOR SEWING TECHNICIAN		2760	31
7451	SENIOR SHADE AND DRAPERY WORKER		2708	30
2948	SENIOR SOCIAL SERVICE SUPERVISOR	Z	2910	33
2912	SENIOR SOCIAL WORKER	Z	2910	33
1875	SENIOR SOFTWARE ANALYST	Z	1872	17
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT		7334	47
7335	SENIOR STATIONARY ENGINEER		7334	47
1806	SENIOR STATISTICIAN	Z	1650	9
1936	SENIOR STOREKEEPER		1934	18
6231	SENIOR STREET INSPECTOR		5204	43
5219	SENIOR STRUCTURAL ENGINEER	Z	5204	41
3214	SENIOR SWIMMING INSTRUCTOR		3284	34
1657	SENIOR SYSTEMS ACCOUNTANT	Z	1650	9
1724	SENIOR TABULATING MACHINE OPERATOR		1720	10
1834	SENIOR TAPE LIBRARIAN		1720	10
1708	SENIOR TELEPHONE OPERATOR		8238	62
1228	SENIOR TESTING TECHNICIAN		1444	4
1214	SENIOR TIMEROLL AUDIT CLERK		1444	4
5232	SENIOR TRAFFIC ENGINEER	Z	5204	42
1432	SENIOR TRANSCRIBER TYPIST		1444	4
9124	SENIOR TRANSIT INFORMATION CLERK		1444	7
9128	SENIOR TRANSIT TRAFFIC CHECKER		1444	7
7385	SENIOR TYPEWRITER REPAIRER		7384	55
2472	SENIOR WATER CHEMIST	Z	2444	24
7317	SENIOR WATER SERVICE INSPECTOR		1466	8
1478	SENIOR WATER SERVICES CLERK		1444	5
1470	SERVICES AND SUPPLY ASST SUPERVISOR		1444	5
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT	Z	5204	41
7448	SEWER CLEANER		7514	57
7280	SEWER REPAIR ASST SUPERINTENDENT	Z	9998	69
7246	SEWER REPAIR SUPERVISOR II		7514	56
6216	SEWER SAFETY INSPECTOR		6120	46
7449	SEWER SERVICE WORKER		7347	52
7383	SEWING MACHINE REPAIRER		7384	55
2772	SEWING TECHNICIAN		2760	31

CLASS	TITLE		BENCHMARK	PAGE
7450	SHADE AND DRAPERY WORKER.....		2708	30
9345	SHEET METAL SUPERVISOR I.....		7344	48
7247	SHEET METAL WORKER SUPERVISOR II.....		7344	48
7376	SHEET METAL WORKER.....		7344	48
8312	SHERIFF'S CAPTAIN.....	Z	8304	64
8303	SHERIFF'S CIVIL PROCESS ASSISTANT.....		8304	64
8310	SHERIFF'S LIEUTENANT.....		8304	64
8301	SHERIFF'S PROPERTY KEEPER.....		8304	64
8308	SHERIFF'S SERGEANT.....		8304	64
8350	SHERIFF.....	Z	9999	71
9197	SIGNAL AND SYSTEMS ENGINEER.....		5204	43
7288	SIGNAL SYSTEM MAINTENANCE SUPT.....		7345	49
2950	SOCIAL SERVICE DIVISION SUPERVISOR.....	Z	2910	33
2904	SOCIAL SERVICE TECHNICIAN.....		2910	33
2914	SOCIAL WORK SUPERVISOR.....	Z	2910	33
2906	SOCIAL WORKER TRAINEE.....	Z	2910	33
2910	SOCIAL WORKER.....	Z	2910	33
1873	SOFTWARE ANALYST.....	Z	1872	17
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		1444	4
5406	SPECIAL ASST FOR PROGRAM COORDINATOR....	Z	5278	45
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT....	Z	5278	45
1229	SPECIAL EXAMINER.....		1242	2
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...		1233	1
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION..		1233	1
9720	SPECIALIST IN AGING I.....	Z	1233	1
9722	SPECIALIST IN AGING II.....	Z	1233	1
9724	SPECIALIST IN AGING III.....	Z	1233	1
2542	SPEECH PATHOLOGIST.....	Z	2556	26
2392	SR CENTRAL PROCESSING AND DISTR TECH....		2312	21
2446	SR CLINICAL LABORATORY TECHNOLOGIST.....	Z	2444	24
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT..	Z	5204	43
8126	SR INVEST, OFFICE OF CITIZEN'S COMP.....		8146	58
8435	SR SUPERVISING ADULT PROBATION OFFICER..	Z	9999	71
8415	SR SUPV PROBATION OFFICER, JUV COURT....	Z	9999	71
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ	Z	1872	17
1864	SR SYSTEMS AND PROCEDURES ANALYST.....	Z	1872	17
3310	STABLE ATTENDANT.....		7514	56
9730	STAFF AIDE I, SPECIAL PROJECT.....	Z	1840	15
9732	STAFF AIDE II, SPECIAL PROJECT.....	Z	1840	15
9734	STAFF ASSISTANT I, SPECIAL PROJECT.....	Z	1840	15
9736	STAFF ASSISTANT II, SPECIAL PROJECT.....	Z	1840	15
9738	STAFF ASSISTANT III, SPECIAL PROJECT....	Z	1840	16
9740	STAFF ASSISTANT IV, SPECIAL PROJECT.....	Z	1840	16
9750	STAFF ASSISTANT IX, SPECIAL PROJECT.....	Z	1840	16
9742	STAFF ASSISTANT V, SPECIAL PROJECT.....	Z	1840	16

CLASS	TITLE		BENCHMARK	PAGE
9744	STAFF ASSISTANT VI, SPECIAL PROJECT.....	Z	1840	16
9746	STAFF ASSISTANT VII, SPECIAL PROJECT....	Z	1840	16
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT...	Z	1840	16
9752	STAFF ASSISTANT X, SPECIAL PROJECT.....	Z	1840	16
9754	STAFF ASSISTANT XI, SPECIAL PROJECT.....	Z	1840	16
9756	STAFF ASSISTANT XII, SPECIAL PROJECT....	Z	1840	16
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT...	Z	1840	16
7371	STAGE CARPENTER.....		7344	48
7377	STAGE ELECTRICIAN.....		7345	50
9131	STATION AGENT, MUNICIPAL RAILWAY.....		1444	7
8217	STATION OFFICER.....		8304	64
7372	STATIONARY ENGINEER, SEWAGE PLANT.....		7334	47
7334	STATIONARY ENGINEER.....		7334	47
1804	STATISTICIAN.....	Z	1650	9
7349	STEAMFITTER ASSISTANT SUPERVISOR.....		7347	52
7348	STEAMFITTER SUPERVISOR II.....		7347	52
7348	STEAMFITTER.....		7347	52
1452	STENOGRAPHIC SECRETARY.....		1444	5
1934	STOREKEEPER.....		1934	18
1938	STORES AND EQUIPMENT ASST SUPERVISOR....		1934	18
1940	STORES AND EQUIPMENT SUPERVISOR.....	Z	1934	18
5365	STREET ASSESSMENT COORDINATOR.....		4261	40
7530	STREET CLEANER.....		7514	57
5173	STREET CLEANING & PLANTING ASST SUPT....	Z	9998	69
5170	STREET CLEANING AND PLANTING SUPT.....	Z	9998	69
7281	STREET CLEANING SUPERVISOR II.....		7514	56
6232	STREET INSPECTION SUPERVISOR.....		5204	43
6230	STREET INSPECTOR.....		5204	43
5171	STREET REPAIR ASSISTANT SUPERINTENDENT..	Z	9998	69
5172	STREET REPAIR SUPERINTENDENT.....	Z	9998	69
7282	STREET REPAIR SUPERVISOR II.....		7355	53
5218	STRUCTURAL ENGINEER.....	Z	5204	41
1400	STUDENT AIDE, NYC.....		1444	4
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		1840	15
5380	STUDENT ENGINEERING TRAINEE I.....		5204	43
5381	STUDENT ENGINEERING TRAINEE II.....		5204	43
5382	STUDENT ENGINEERING TRAINEE III.....		5204	43
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR.	Z	7355	53
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	8440	66
1686	SUPERVISING AUDITOR.....	Z	1650	9
1497	SUPERVISING CLERK I.....		1444	5
1498	SUPERVISING CLERK II.....		1444	5
1499	SUPERVISING CLERK III.....		1444	5
2576	SUPERVISING CLINICAL PSYCHOLOGIST.....	Z	2574	27
8324	SUPERVISING COUNSELOR, (JUVENILE COURT).		8320	65

CLASS	TITLE		BENCHMARK	PAGE
8484	SUPERVISING CRIME PREVENTION WORKER.....		8204	60
1727	SUPERVISING DATA ENTRY OPERATOR.....		1720	10
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN.		7345	49
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY.	Z	1650	9
2453	SUPERVISING PHARMACIST.....	Z	2450	25
2233	SUPERVISING PHYSICIAN SPECIALIST.....	Z	2230	20
1958	SUPERVISING PURCHASER.....	Z	1952	19
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I...		2426	23
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II..		2426	23
1877	SUPERVISING SOFTWARE ANALYST.....	Z	1872	17
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS.....		1444	7
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS....		5204	42
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM....		5204	42
2608	SUPPLY ROOM ATTENDENT.....		2604	28
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	5204	41
5149	SUPT OF WATER TREATMENT FACILITIES.....	Z	7334	47
2480	SUPV OF LAB, WATER POLLUTION CONTROL...	Z	5204	41
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	8440	66
5314	SURVEY PARTY CHIEF.....		5204	43
5310	SURVEYOR'S FIELD ASSISTANT.....		5204	42
5312	SURVEYOR.....		5204	42
3212	SWIMMING INSTRUCTOR.....		3284	34
3204	SWIMMING POOL CASHIER - CLERK.....		3284	34
7458	SWITCH REPAIRER.....		7514	57
1655	SYSTEMS ACCOUNTANT.....	Z	1650	9
1861	SYSTEMS AND PROCEDURES ANAYLST, SPEC PRO	Z	1872	17
1862	SYSTEMS AND PROCEDURES ANAYLST.....	Z	1872	17
1866	SYSTEMS AND PROCEDURES SUPERVISOR.....	Z	1872	17
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ..	Z	1872	17
9173	SYSTEMS SAFETY INSPECTOR.....		5204	43
1833	TAPE LIBRARIAN, EDP.....		1720	10
4374	TAX ADMINISTRATOR.....	Z	9998	69
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP..		5204	43
8272	TECH INSTRUCT ASST, CAMPUS CONTROL.....		8204	60
2447	TECH INSTRUCT ASST, CHEMISTRY/BIOLOGY...		2444	24
1745	TECH INSTRUCT ASST, COMPUTER SERVICES...		1736	11
5384	TECH INSTRUCT ASST, ELECTRONIC TECH.....		5204	43
3590	TECH INSTRUCT ASST, ENGLISH READER.....		3593	38
1488	TECH INSTRUCT ASST, EVALUATION TECHNICIA		1444	5
3599	TECH INSTRUCT ASST, GUIDANCE AIDE.....		3593	38
3538	TECH INSTRUCT ASST, LANGUAGE LAB.....		3630	39
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR..		3284	35
3536	TECH INSTRUCT ASST, PERFORMING ARTS.....		3284	35
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO		3284	34
1927	TECH INSTRUCT ASST, PHYSICAL EDUCATION..		3284	34

CLASS	TITLE		BENCHMARK	PAGE
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING		5204	43
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		2444	24
1489	TECH INSTRUCT ASST,BUSINESS LEARNING CTR		1444	5
1869	TECH INSTRUCT ASST,COMPUTER SERVICES MAN		1872	17
7132	TELECOMMUNICATIONS SUPERVISOR.....		7345	49
1706	TELEPHONE OPERATOR.....		8238	62
1868	TELEPROCESSING TECHNICIAN.....		1736	11
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z	9220	67
1227	TESTING TECHNICIAN.....		1444	4
7378	TILE SETTER.....		7344	48
1212	TIMEROLL AUDIT CLERK.....		1444	4
7441	TOOL ROOM MECHANIC AND CUSTODIAN.....		1934	18
2458	TOXICOLOGIST.....	Z	2230	20
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY....		7514	56
7251	TRACK MAINTENANCE WORKER SUPERVISOR I...		7514	56
7540	TRACK MAINTENANCE WORKER.....		7514	57
7457	TRAFFIC AND STREET SIGN MAINT WORKER....		7514	57
8215	TRAFFIC CONTROL OFFICER.....		8214	61
5230	TRAFFIC ENGINEER.....	Z	5204	42
8407	TRAFFIC HEARING OFFICER, JUVENILE COURT.	Z	8440	66
7454	TRAFFIC SIGNAL OPERATOR.....		8214	61
5226	TRAFFIC SURVEY CODER-INTERVIEWER.....		1444	7
5302	TRAFFIC SURVEY TECHNICIAN.....		5204	42
1237	TRAINING COORDINATOR.....	Z	1242	2
1232	TRAINING OFFICER.....	Z	1242	2
1430	TRANSCRIBER TYPIST.....		1444	4
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....		7381	54
9106	TRANSIT CAR CLEANER SUPERVISOR I.....		7381	54
9102	TRANSIT CAR CLEANER.....		7381	54
9192	TRANSIT ENVIRONMENTAL COORDINATOR.....	Z	5278	45
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY	Z	5204	43
9122	TRANSIT INFORMATION CLERK.....		1444	7
9140	TRANSIT MANAGER I.....	Z	1840	15
9141	TRANSIT MANAGER II.....	Z	1840	15
9142	TRANSIT MANAGER III.....	Z	1840	15
7225	TRANSIT PAINT SHOP SUPERVISOR I.....	Z	7381	54
5287	TRANSIT PLANNER I.....	Z	5278	45
5288	TRANSIT PLANNER II.....	Z	5278	45
5289	TRANSIT PLANNER III.....	Z	5278	45
5290	TRANSIT PLANNER IV.....	Z	5278	45
7235	TRANSIT POWER LINE SUPERVISOR I.....		7345	49
7274	TRANSIT POWER LINE WORKER SUPV II.....		7345	49
9118	TRANSIT REVENUE SUPERVISOR.....		1444	7
9139	TRANSIT SUPERVISOR.....		1840	15
9126	TRANSIT TRAFFIC CHECKER.....		1444	7

CLASS	TITLE		BENCHMARK	PAGE
7229	TRANSMISSION LINE SUPERVISOR I.....		7345	49
7285	TRANSMISSION LINE WORKER SUPV II.....		7345	49
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR		7345	49
4390	TREASURER.....	Z	9998	69
3436	TREE TOPPER SUPERVISOR I.....		7514	56
3434	TREE TOPPER.....		7514	56
8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL.....	Z	8176	59
7355	TRUCK DRIVER.....		7355	53
7384	TYPEWRITER REPAIRER.....		7384	55
8348	UNDERSHERIFF.....	Z	9999	71
7387	UPHOLSTERER.....		7381	54
7463	UTILITY PLUMBER APPRENTICE.....		7347	52
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR....		7347	52
7250	UTILITY PLUMBER SUPERVISOR I.....		7347	52
7284	UTILITY PLUMBER SUPERVISOR II.....		7347	52
7388	UTILITY PLUMBER.....		7347	52
3301	VENDOR HELPER.....		3284	34
3302	VENDOR.....		3284	34
2440	VETERINARY LABORATORY TECHNOLOGIST.....		2312	21
2465	VIROLOGIST.....	Z	2444	24
1428	WARD CLERK.....		1444	4
1930	WAREHOUSE WORKER.....		1934	18
7259	WATER AND POWER MAINTENANCE SUPERVISOR I		7514	56
7134	WATER CONSTRUCTION AND MAINT SUPT.....		5204	43
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER.	Z	9999	70
7442	WATER METER REPAIR HELPER.....		7347	52
7353	WATER METER REPAIRER.....		7347	52
7240	WATER METER SHOP SUPERVISOR I.....		7347	52
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	5204	41
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	5204	41
2471	WATER QUALITY CHEMIST.....	Z	2444	24
7316	WATER SERVICE INSPECTOR.....		1466	8
1468	WATER SERVICES CLERK.....		1444	5
7136	WATER SHOPS AND EQUIPMENT SUPT.....	Z	7381	54
7270	WATERSHED KEEPER SUPERVISOR.....		8204	60
7470	WATERSHED KEEPER.....		8204	60
7542	WATERSHED WORKER (SEASONAL AS NEEDED)...		8204	60
7390	WELDER.....		7347	52
9355	WHARFINGER I.....		1444	7
9356	WHARFINGER II.....		1444	7
7392	WINDOW CLEANER.....		2708	30
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....		7334	47
2424	X-RAY LABORATORY AIDE.....		2426	23
3340	ZOO DIRECTOR.....	Z	7514	56
2290	ZOO VETERINARIAN.....	Z	2230	20

SAE750 1233 AFFIRMATIVE ACTION SPECIALIST.....

1983-84 SALARY SCHEDULE 46.9 APPROX $1976 - $2184 - $2392 MO.
$11.40 - $12.60 - $13.80 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	7	11.40	12.60	13.80		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
CITY OF OAKLAND	1	13.81	14.53	15.25	14.53	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
S. F. HOUSING AUTHORITY	1	15.76	15.76	15.76	15.76	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
ALAMEDA-CONTRA COSTA TRANSIT	1	15.36	16.16	16.96	16.16	40.0	11	Y	Y	12	Y	Y	13%	118	118	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	13.29	14.68	16.06	14.68	40.0	11	Y	Y	12	Y	Y	12%	73	204	10-15-20-25
LOS ANGELES COUNTY	2	10.87	12.21	13.54	24.42	40.0	11	Y	Y	12	Y	N	6%	188	188	10-15-20-20
ORANGE COUNTY	3	12.28	14.19	16.09	42.57	40.0	11	Y	Y	12	Y	N	15%	195	195	10-15-20-20
SAN DIEGO COUNTY	4	10.81	11.98	13.15	47.92	00.0	0			0			0%	0	0	0- 0- 0- 0
LOS ANGELES UNIF SCHOOL DIST	2	10.54	11.84	13.13	23.68	40.0	11	Y	N	13	Y	Y	12%	156	156	10-15-16-20
TOTALS 8	14				183.96											
FLAT RATE TOTALS	1				15.76											
COMBINED TOTAL	15															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.14 HR. 2277 MO. *
* RATE RANGE 11.83 TO 14.45 HR. 2050 TO 2504 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 15.76 TO 15.76 HR. 2731 TO 2731 MO. *

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1233 AFFIRMATIVE ACTION SPECIALIST..... *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR....	Z	52.0	1163-1407	4	53.1	1226-1484	2656-3215	38,584
*1233	AFFIRMATIVE ACTION SPECIALIST.....	Z	46.9	912-1104	7	48.0	961-1163	2082-2520	30,238
1235	AFFIRMATIVE ACTION COORDINATOR.....	Z	57.7	1528-1853	1	58.8	1611-1955	3491-4236	50,830
2975	CITIZEN'S COMPLAINT OFFICER.....	Z	43.8	788- 952	7	44.9	830-1003	1798-2173	26,078
2977	EDUCATION INTEGRATION SPECIALIST.....	Z	48.6	989-1197	3	49.7	1042-1261	2258-2732	32,786
2978	CONTRACT COMPLIANCE OFFICER II.....		56.9	1470-1782	2	58.0	1550-1881	3358-4076	48,906
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION..		40.3	668- 807	2	41.4	704- 850	1525-1842	22,100
2991	COORDINATOR, HUMAN RIGHTS COMMISSION....	Z	52.6	1197-1450	4	53.7	1261-1528	2732-3311	39,728
2992	CONTRACT COMPLIANCE OFFICER I.....	Z	49.6	1037-1255	5	50.7	1093-1323	2368-2867	34,398
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM	Z	43.8	788- 952	0	44.9	830-1003	1798-2173	26,078
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION.	Z	48.6	989-1197	7	49.7	1042-1261	2258-2732	32,786
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...		37.3	580- 701	0	38.4	611- 738	1324-1599	19,188
9720	SPECIALIST IN AGING I.....	Z	45.4	850-1027	3	46.5	895-1083	1939-2347	28,158
9722	SPECIALIST IN AGING II.....	Z	48.9	1003-1214	6	50.0	1057-1279	2290-2771	33,254
9724	SPECIALIST IN AGING III.....	Z	51.4	1131-1368	0	52.5	1191-1443	2581-3127	37,518

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 51

SAE750 1242 PERSONNEL ANALYST.....

1983-84 SALARY SCHEDULE 47.0 APPROX $1984 - $2193 - $2402 MO.
$11.45 - $12.65 - $13.86 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	41	11.45	12.65	13.86	153.89	40.0	12	N	N	12	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	11	12.68	13.99	15.29	46.44	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
STATE OF CALIFORNIA	4	10.54	11.61	12.68	178.49	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
ALAMEDA COUNTY	13	11.27	13.73	16.18	0.00	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
CONTRA COSTA COUNTY	0	11.16	12.36	13.56	11.96	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
MARIN COUNTY	1	10.82	11.96	13.10	86.24	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SAN MATEO COUNTY	7	10.95	12.32	13.69	247.50	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SAN MATEO COUNTY	18	12.22	13.75	15.27	86.80	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
SANTA CLARA COUNTY	7	11.19	12.40	13.60	38.97	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF BERKELEY	3	11.78	12.99	14.19	40.41	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF HAYWARD	3	12.16	13.47	14.77	293.79	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN JOSE	21	12.63	13.99	15.35	71.80	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	5	13.21	14.36	15.51	59.00	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. MEDICAL CENTER S.F.	5	10.70	11.80	12.89	141.60	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
U. C. BERKELEY	12	10.70	11.80	12.89												
TOTALS	14	110	.....		1,456.89											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1242 PERSONNEL ANALYST *

				1983-84			1984-85 RECOMMENDED RATES			
				SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1201	PERSONNEL TECHNICAN TRAINEE			38.8	622- 752	0	39.8	652- 788	1413-1707	20,488
1229	SPECIAL EXAMINER				1DA	0		112	DA	
1232	TRAINING OFFICER	Z		48.0	961-1163	9	49.0	1008-1220	2184-2643	31,720
1234	DIRECTOR OF TRAINING	Z		57.7	1528-1853	2	58.7	1603-1946	3473-4216	50,596
1237	TRAINING COORDINATOR	Z			1280-1280	2		1344-1344	2912-2912	34,944
1240	ASSISTANT PERSONNEL ANALYST	Z		42.5	742- 895	23	43.5	777- 938	1684-2032	24,388
*1242	PERSONNEL ANALYST	Z		47.0	916-1109	41	48.0	961-1163	2082-2520	30,238
1244	SENIOR PERSONNEL ANALYST	Z		51.0	1109-1342	28	52.0	1163-1407	2520-3049	36,582
1246	PRINCIPAL PERSONNEL ANALYST	Z		54.5	1310-1588	10	55.5	1375-1666	2979-3610	43,316
1248	ASSISTANT DIVISION MANAGER, PERSONNEL	Z		57.7	1528-1853	6	58.7	1603-1946	3473-4216	50,596
1270	DEPARTMENTAL PERSONNEL OFFICER	Z		53.2	1232-1491	12	54.2	1291-1565	2797-3391	40,690
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER	Z		57.7	1528-1853	4	58.7	1603-1946	3473-4216	50,596
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT	Z		57.7	1528-1853	4	58.7	1603-1946	3473-4216	50,596
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY	Z		57.7	1528-1853	0	58.7	1603-1946	3473-4216	50,596
1276	DEPARTMENTAL PERSONNEL DIRECTOR	Z		59.7	1682-2043	2	60.7	1765-2145	3824-4648	55,770
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z		57.7	1528-1853	0	58.7	1603-1946	3473-4216	50,596
1278	DIVISION MANAGER, PERSONNEL	Z		59.7	1682-2043	1	60.7	1765-2145	3824-4648	55,770
1279	CHIEF OF TECH SELECTION SERVICES	Z		59.7	1682-2043	0	60.7	1765-2145	3824-4648	55,770
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z		57.7	1528-1853	1	58.7	1603-1946	3473-4216	50,596
1811	MANAGEMENT INFORMATION SYSTEMS SPECIALIS	Z		42.5	742- 895	1	43.5	777- 938	1684-2032	24,388
1818	MANAGEMENT INFO SYSTEMS SPECIALIST II	Z		47.0	916-1109	0	48.0	961-1163	2082-2520	30,238
1819	MANAGEMENT INFO SYSTEMS SPECIALIST III	Z		51.0	1109-1342	0	52.0	1163-1407	2520-3049	36,582
1821	MANAGEMENT INFO SYSTEMS MANAGER	Z		54.5	1310-1588	2	55.5	1375-1666	2979-3610	43,316
9702	EMPLOYMENT AND TRAINING SPECIALIST I	Z		42.5	742- 895	0	43.5	777- 938	1684-2032	24,388
9704	EMPLOYMENT AND TRAINING SPECIALIST II	Z		47.0	916-1109	0	48.0	961-1163	2082-2520	30,238
9706	EMPLOYMENT AND TRAINING SPECIALIST III	Z		51.0	1109-1342	1	52.0	1163-1407	2520-3049	36,582
9708	EMPLOYMENT AND TRAINING SPECIALIST IV	Z		54.5	1310-1588	0	55.5	1375-1666	2979-3610	43,316
9710	EMPLOYMENT AND TRAINING SPECIALIST V	Z		57.7	1528-1853	0	58.7	1603-1946	3473-4216	50,596
9714	DIR, MAYOR'S OFFICE OF EMP AND TRAINING	Z		61.7	1853-2252	0	62.7	1946-2365	4216-5124	61,490

NUMBER OF CLASSES THIS BENCHMARK..... 29
NUMBER OF POSITIONS THIS BENCHMARK..... 149

SAE750 1314 PUBLIC RELATIONS OFFICER.....

1983-84 SALARY SCHEDULE 49.5 APPROX $2236 - $2471 - $2706 MO.
$12.90 - $14.25 - $15.61 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	2	12.90	14.25	15.61		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	2	12.68	13.99	15.29	27.98	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
EAST BAY MUNI. UTIL. DIST.	2	14.32	15.57	16.82	31.14	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	1	13.64	15.54	17.43	15.54	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	3	12.89	14.22	15.54	42.66	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	2	12.89	14.22	15.54	28.44	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 5	10	.....			145.76											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1314 PUBLIC RELATIONS OFFICER..... *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1312	PUBLIC INFORMATION OFFICER.....		44.5	814- 984	0	45.0	834-1008	1807-2184	26,208
*1314	PUBLIC RELATIONS OFFICER.....	Z	49.5	1032-1249	2	50.0	1057-1279	2290-2771	33,254
1330	CONSUMER RELATIONS REP.....		40.5	674- 814	1	41.0	691- 834	1497-1807	21,684
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	49.2	1018-1232	1	49.7	1042-1261	2258-2732	32,786
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	55.2	1355-1642	0	55.7	1388-1682	3007-3644	43,732
1857	DIRECTOR OF INFORMATION.....	Z	57.2	1491-1809	2	57.7	1528-1853	3311-4015	48,178
1859	ASST TO THE DIRECTOR OF INFORMATION.....	Z	47.3	929-1125	1	47.8	952-1152	2063-2496	29,952
2819	ASSISTANT HEALTH EDUCATOR.....	Z	43.3	769- 929	6	43.8	788- 952	1707-2063	24,752
2822	HEALTH EDUCATOR.....	Z	46.3	887-1073	6	46.8	908-1099	1967-2381	28,574
2823	MENTAL HEALTH EDUCATOR.....	Z	46.3	887-1073	2	46.8	908-1099	1967-2381	28,574
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	50.3	1073-1298	1	50.8	1099-1329	2381 2880	34,554
2825	SENIOR HEALTH EDUCATOR.....	Z	47.3	929-1125	1	47.8	952 1152	2063-2496	29,952
9373	MANAGER OF MARKETING.....	Z	58.8	1611-1955	0	59.3	1650-2004	3575 4342	52,104
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	49.5	1032-1249	0	50.0	1057-1279	2290-2771	33,254
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF		49.8	1047-1267	0	50.3	1073-1298	2325 2812	33,748
9393	SALES MANAGER, PORT OF SAN FRANCISCO....	Z	52.5	1191-1443	1	53.0	1220-1477	2643 3200	38,402
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	54.0	1279-1550	0	54.5	1310-1588	2838 3441	41,288
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	47.5	938-1136	0	48.0	961 1163	2082-2520	30,238

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 24

SAE750 1444 CLERK STENOGRAPHER.....

1983-84 SALARY SCHEDULE 36.8 APPROX $1228 - $1355 - $1482 MO.
$7.08 - $7.81 - $8.55 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	116	7.08	7.81	8.55		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	1004	6.89	7.50	8.31	7530.00	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	2617	7.50	8.08	8.85	21145.36	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	84	6.38	6.89	7.40	578.76	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	181	7.75	8.11	8.46	1467.91	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
MARIN COUNTY	10	6.59	7.24	7.89	72.40	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	36	6.26	7.05	7.83	253.80	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	45	7.73	8.53	9.32	383.85	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	12	8.16	8.51	8.85	102.12	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF HAYWARD	1	7.38	8.10	8.82	8.10	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	35	8.36	8.80	9.24	308.00	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	13	7.76	8.59	9.42	111.67	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN MATEO	2	7.45	8.17	8.89	16.34	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SANTA CLARA	3	8.59	9.52	10.44	28.56	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	9	8.65	9.36	10.06	84.24	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	6	5.76	6.56	7.36	39.36	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	1	6.71	7.28	7.84	7.28	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	22	6.71	7.28	7.84	160.16	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 17	4,081		.....		32,297.91											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

			1983-84			1984-85 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1202	PERSONNEL CLERK		37.3	580- 701	33	37.6	589- 710	1276-1538	18,460
1203	PERSONNEL TECHNICIAN		40.5	674- 814	5	40.8	684- 826	1482-1790	21,476
1204	SENIOR PERSONNEL CLERK		38.8	622- 752	9	39.1	631- 762	1367-1651	19,812
1212	TIMEROLL AUDIT CLERK		40.3	668- 807	7	40.6	677- 818	1467-1772	21,268
1214	SENIOR TIMEROLL AUDIT CLERK		42.3	735- 887	9	42.6	745- 899	1614-1948	23,374
1216	PRINCIPAL TIMEROLL AUDIT CLERK		45.0	834-1008	3	45.3	846-1022	1833-2214	26,572
1217	SENIOR CERTIFICATION CLERK		45.0	834-1008	1	45.3	846-1022	1833-2214	26,572
1218	PAYROLL SUPERVISOR	Z	49.0	1008-1220	11	49.3	1022-1237	2214-2680	32,160
1220	PAYROLL CLERK		40.3	668- 807	105	40.6	677- 818	1467-1772	21,268
1222	SENIOR PAYROLL AND PERSONNEL CLERK		42.3	735- 887	45	42.6	745- 899	1614-1948	23,374
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK		45.0	834-1008	19	45.3	846-1022	1833-2214	26,572
1226	CHIEF PAYROLL AND PERSONNEL CLERK		47.5	938-1136	5	47.8	952-1152	2063-2496	29,952
1227	TESTING TECHNICIAN			7.36 HR	1		7.47 HR		
1228	SENIOR TESTING TECHNICIAN		40.2	664- 803	2	40.5	674- 814	1460-1764	21,164
1310	PUBLIC RELATIONS ASSISTANT		37.6	589- 710	1	37.9	596- 721	1291-1562	18,746
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		38.7	620- 748	1	39.0	628- 758	1361-1642	19,708
1400	STUDENT AIDE, NYC			CONTRACT RATE	0		CONTRACT RATE		
1402	JUNIOR CLERK		32.1	455- 549	50	32.4	463- 557	1003-1207	14,482
1403	ELECTIONS CLERK		38.6	617- 745	0	38.9	625- 755	1354-1636	19,630
1404	CLERK		35.1	524- 631	201	35.4	531- 641	1151-1389	16,666
1406	SENIOR CLERK		37.6	589- 710	48	37.9	596- 721	1291-1562	18,746
1407	SENIOR EQUALIZATION CLERK			811- 811	1		823- 823	1783-1783	21,398
1408	PRINCIPAL CLERK		41.8	717- 866	59	42.1	728- 878	1577-1902	22,828
1410	CHIEF CLERK	Z	45.3	846-1022	20	45.6	858-1037	1859-2247	26,962
1414	ELECTIONS SUPERVISOR		49.0	1008-1220	1	49.3	1022-1237	2214-2680	32,160
1422	JUNIOR CLERK TYPIST		32.9	473- 570	5	33.2	480- 578	1040-1252	15,028
1424	CLERK TYPIST		35.9	544- 655	677	36.2	552- 664	1196-1439	17,264
1425	EQUALIZATION CLERK-TYPIST			617- 617	0		626- 626	1356-1356	16,276
1426	SENIOR CLERK TYPIST		37.9	596- 721	955	38.2	605- 731	1311-1584	19,006
1428	WARD CLERK		38.3	608- 735	62	38.6	617- 745	1337-1614	19,370
1430	TRANSCRIBER TYPIST		36.6	562- 677	44	36.9	570- 688	1235-1491	17,888
1432	SENIOR TRANSCRIBER TYPIST		38.6	617- 745	9	38.9	625- 755	1354-1636	19,630
1436	BRAILLIST		36.9	570- 688	3	37.2	578- 697	1252-1510	18,120
1440	MEDICAL TRANSCRIBER TYPIST		39.1	631- 762	24	39.4	641- 773	1389-1675	20,098
1442	JUNIOR CLERK STENOGRAPHER		34.8	517- 622	2	35.1	524- 631	1135-1367	16,406
*1444	CLERK STENOGRAPHER		36.8	567- 684	116	37.1	575- 694	1246-1504	18,044
1446	SENIOR CLERK STENOGRAPHER		39.9	655- 792	337	40.2	664- 803	1439-1740	20,878

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

			1983-84			1984-85 RECOMMENDED RATES		
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1450	PRINCIPAL CLERK STENOGRAPHER		41.8	717- 866	47	42.1	728- 878	1577-1902	22,828
1452	STENOGRAPHIC SECRETARY		43.0	758- 916	22	43.3	769- 929	1666-2013	24,154
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE	Z	41.8	717- 866	1	42.1	728- 878	1577-1902	22,828
1458	LEGAL STENOGRAPHER		43.3	769- 929	70	43.6	781- 943	1692-2043	24,518
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION		39.3	638- 769	1	39.6	647- 781	1402-1692	20,306
1460	SENIOR LEGAL STENOGRAPHER		45.3	846-1022	17	45.6	858-1037	1859-2247	26,962
1461	PRINCIPAL LEGAL STENOGRAPHER	Z	47.3	929-1125	1	47.6	943-1141	2043-2472	29,666
1464	MEDICAL CLERK STENOGRAPHER		42.3	735- 887	5	42.6	745- 899	1614-1948	23,374
1468	WATER SERVICES CLERK		38.6	617- 745	17	38.9	625- 755	1354-1636	19,630
1470	SERVICES AND SUPPLY ASST SUPERVISOR		41.5	707- 854	1	41.8	717- 866	1554-1876	22,516
1471	ELECTIONS WORKER		44.5	814- 984	1	44.8	826- 998	1790-2162	25,948
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR		47.0	916-1109	1	47.3	929-1125	2013-2438	29,250
1474	CLAIMS PROCESS CLERK		38.5	614- 742	6	38.8	622- 752	1348-1629	19,552
1475	ELECTIONS PLANNING SUPERVISOR		50.5	1083-1310	1	50.8	1099-1329	2381-2880	34,554
1476	SENIOR CLAIMS PROCESS CLERK		41.0	691- 834	12	41.3	701- 846	1519-1833	21,996
1478	SENIOR WATER SERVICES CLERK		40.6	677- 818	10	40.9	688- 830	1491-1798	21,580
1480	PRINCIPAL WATER SERVICES CLERK		42.6	745- 899	3	42.9	755- 912	1636-1976	23,712
1486	EDUCATIONAL CREDENTIALS TECHNICIAN		41.3	701- 846	3	41.6	710- 858	1538-1859	22,308
1488	TECH INSTRUCT ASST, EVALUATION TECHNICIA		39.2	634- 766	5	39.5	644- 777	1395-1684	20,202
1489	TECH INSTRUCT ASST,BUSINESS LEARNING CTR		39.2	634- 766	1	39.5	644- 777	1395-1684	20,202
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS		49.6	1037-1255	6	49.9	1052-1273	2279-2758	33,098
1494	CLERK I		31.1	436- 524	0	31.4	442- 531	958-1151	13,806
1495	CLERK II		35.1	524- 631	0	35.4	531- 641	1151-1389	16,666
1496	CLERK III		37.6	589- 710	1	37.9	596- 721	1291-1562	18,746
1497	SUPERVISING CLERK I		40.1	661- 800	0	40.4	671- 810	1454-1755	21,060
1498	SUPERVISING CLERK II		42.8	752- 908	0	43.1	762- 920	1651-1993	23,920
1499	SUPERVISING CLERK III		45.8	866-1047	2	46.1	878-1062	1902-2301	27,612
1502	CONFID SECY TO DIR, PARKING AUTHORITY		42.2	731- 882	1	42.5	742- 895	1608-1939	23,270
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR	Z	49.0	1008-1220	1	49.3	1022-1237	2214-2680	32,162
1514	CONFID SECRETARY OF SUPT OF SCHOOLS		48.2	970-1174	1	48.5	984-1191	2132-2581	30,966
1516	CONFIDENTIAL SECRETARY TO SUPT, SFJCD		48.2	970-1174	1	48.5	984-1191	2132-2581	30,966
1520	CONFID SECRETARY TO DISTRICT ATTORNEY		46.7	903-1093	1	47.0	916-1109	1985-2403	28,834
1523	CONFINDENTIAL SECRETARY TO THE C.A.O.		47.6	943-1141	1	47.9	956-1158	2071-2509	30,108
1528	ADMINISTRATIVE SECRETARY		44.2	803- 970	15	44.5	814- 984	1764-2132	25,584
1546	SECRETARY, COMMISSION ON THE AGING	Z	43.2	766- 925	1	43.5	777- 938	1684-2032	24,388
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)		36.6	562- 677	18	36.9	570- 688	1235-1491	17,888
1626	JUNIOR ACCOUNT CLERK		33.1	477- 575	0	33.4	485- 583	1051-1263	15,158

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

			1983-84			1984-85 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1630	ACCOUNT CLERK		36.6	562- 677	191	36.9	570- 688	1235-1491	17,888
1632	SENIOR ACCOUNT CLERK		39.6	647- 781	77	39.9	655- 792	1419-1716	20,592
1634	PRINCIPAL ACCOUNT CLERK		42.3	735- 887	8	42.6	745- 899	1614-1948	23,374
1635	HEALTH CARE BILLING CLERK I		38.5	614- 742	10	38.8	622- 752	1348-1629	19,552
1636	HEALTH CARE BILLING CLERK II		41.0	691- 834	31	41.3	701- 846	1519-1833	21,996
1637	PATIENT ACCOUNTS CLERK		42.0	724- 874	7	42.3	735- 887	1593-1922	23,062
1638	ACCOUNTING MACHINE OPERATOR		37.1	575- 694	1	37.4	583- 704	1263-1525	18,304
1640	SENIOR ACCOUNTING MACHINE OPERATOR		41.6	710- 858	13	41.9	721- 870	1562-1885	22,620
1663	PATIENT ACCOUNTS SUPERVISOR		46.0	874-1057	6	46.3	887-1073	1922-2325	27,898
1664	PATIENT ACCOUNTS MANAGER		51.0	1109-1342	2	51.3	1125-1362	2438-2951	35,412
1803	POLICE STATISTICAL CLERK		41.0	691- 834	2	41.3	701- 846	1519-1833	21,996
1810	ACTUARIAL CLERK		38.1	602- 728	7	38.4	611- 738	1324-1599	19,188
1920	INVENTORY CLERK		37.3	580- 701	24	37.6	589- 710	1276-1538	18,460
1922	SENIOR INVENTORY CLERK		38.3	608- 735	3	38.6	617- 745	1337-1614	19,370
2110	MEDICAL RECORDS CLERK		38.4	611- 738	33	38.7	620- 748	1343-1621	19,448
2112	MEDICAL RECORDS TECHNICIAN		41.1	694- 838	15	41.4	704- 850	1525-1842	22,100
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR		44.6	818- 989	6	44.9	830-1003	1798-2173	26,078
2116	ASSISTANT DIRECTOR MEDICAL RECORDS	Z	49.8	1047-1267	3	50.1	1062-1285	2301-2784	33,410
2118	DIRECTOR, MEDICAL RECORDS	Z	54.8	1329-1611	1	55.1	1349-1634	2923-3540	42,484
2812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS		41.5	707- 854	1	41.8	717- 866	1554-1876	22,516
3650	MEDICAL RECORDS LIBRARIAN		42.7	748- 903	1	43.0	758- 916	1642-1985	23,816
4202	ASSESSMENT CLERK		36.6	562- 677	20	36.9	570- 688	1235-1491	17,888
4306	COLLECTIONS CLERK		36.4	557- 671	4	36.7	565- 681	1224-1476	17,706
4308	SENIOR COLLECTIONS CLERK		38.4	611- 738	2	38.7	620- 748	1343-1621	19,448
4310	COMMERCIAL DIV ASST SUPERVISOR		48.9	1003-1214	2	49.2	1018-1232	2206-2669	32,032
4311	COMMERCIAL DIVISION SUPERVISOR		53.8	1267-1535	2	54.1	1285-1558	2784-3376	40,508
4312	BOND AND COUPON SUPERVISOR		43.6	781- 943	1	43.9	792- 956	1716-2071	24,856
4320	CASHIER I		35.9	544- 655	12	36.2	552- 664	1196-1439	17,268
4321	CASHIER II		37.9	596- 721	12	38.2	605- 731	1311-1584	19,006
4322	CASHIER III		42.1	728- 878	9	42.4	738- 891	1599-1931	23,166
4334	INVESTIGATOR, TAX COLLECTOR		46.7	903-1093	8	47.0	916-1109	1985-2403	28,834
4335	SENIOR INVESTIGATOR, TAX COLLECTOR		48.7	994-1203	4	49.0	1008-1220	2184-2643	31,720
4336	LICENSE BUREAU ASSISTANT SUPERVISOR		41.4	704- 850	1	41.7	714- 862	1547-1868	22,412
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR		50.7	1093-1323	1	51.0	1109-1342	2403-2908	34,892
4340	CHIEF INVESTIGATOR, TAX COLLECTOR		52.2	1174-1421	1	52.5	1191-1443	2581-3127	37,518
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR		52.5	1191-1443	1	52.8	1208-1463	2617-3170	38,038
4366	COLLECTION SUPERVISOR		44.6	818- 989	2	44.9	830-1003	1798-2173	26,078

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
4372	CASHIER, TAX COLLECTOR		45.6	858-1037	1	45.9	870-1052	1885-2279	27,352
5226	TRAFFIC SURVEY CODER-INTERVIEWER			4.90 HR	0		4.97 HR		
8102	PROCESS SERVER		33.9	496- 596	3	34.2	503- 605	1090-1311	15,730
8106	LEGAL PROCESS CLERK		36.8	567- 684	42	37.1	575- 694	1246-1504	18,044
8108	SENIOR LEGAL PROCESS CLERK		38.8	622- 752	14	39.1	631- 762	1367-1651	19,812
8112	ASSISTANT COURT CLERK		42.6	745- 899	9	42.9	755- 912	1636-1976	23,712
8113	COURT CLERK		46.6	899-1088	55	46.9	912-1104	1976-2392	28,704
8115	ASSISTANT SUPERVISING COURT CLERK		47.6	943-1141	6	47.9	956-1158	2071-2509	30,108
8116	LEGISLATIVE CALENDAR CLERK		38.8	622- 752	1	39.1	631- 762	1367-1651	19,812
8118	LEGISLATION CLERK		43.1	762- 920	1	43.4	773- 934	1675-2024	24,284
8120	SENIOR LEGISLATION CLERK	Z	52.6	1197-1450	1	52.9	1214-1470	2630-3185	38,220
8134	CONFIDENTIAL CRIME REPORTER		45.0	834-1008	1	45.3	846-1022	1833-2214	26,572
8136	SENIOR CONFIDENTIAL CRIME REPORTER		47.0	916-1109	1	47.3	929-1125	2013-2438	29,250
8138	COURT REPORTER		46.0	874-1057	1	46.3	887-1073	1922-2325	27,898
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR		44.8	826- 998	1	45.1	838-1013	1816-2195	26,338
8170	MEDICAL CLAIMS SUPERVISOR	Z	49.8	1047-1267	2	50.1	1062-1285	2301-2784	33,410
8173	LEGAL ASSISTANT		46.9	912-1104	26	47.2	925-1120	2004-2427	29,120
9110	FARE COLLECTIONS RECEIVER		40.9	688- 830	29	41.2	697- 842	1510-1824	21,892
9116	SENIOR FARE COLLECTIONS RECEIVER		43.4	773- 934	9	43.7	785- 947	1701-2052	24,622
9117	PRINCIPAL FARE COLLECTIONS RECEIVER		46.9	912-1104	2	47.2	925-1120	2004-2427	29,120
9118	TRANSIT REVENUE SUPERVISOR		49.6	1037-1255	1	49.9	1052-1273	2279-2758	33,098
9122	TRANSIT INFORMATION CLERK		40.4	671- 810	18	40.7	681- 822	1476-1781	21,372
9124	SENIOR TRANSIT INFORMATION CLERK		43.9	792- 956	3	44.2	803- 970	1740-2102	25,220
9125	CHIEF TRANSIT INFORMATION CLERK		46.6	899-1088	0	46.9	912-1104	1976-2392	28,704
9126	TRANSIT TRAFFIC CHECKER		42.9	755- 912	12	43.2	766- 925	1660-2004	24,050
9128	SENIOR TRANSIT TRAFFIC CHECKER		44.9	830-1003	2	45.2	842-1018	1824-2206	26,468
9131	STATION AGENT, MUNICIPAL RAILWAY		43.4	773- 934	65	43.7	785- 947	1701-2052	24,622
9355	WHARFINGER I		44.1	800- 966	5	44.4	810- 979	1755-2121	25,454
9356	WHARFINGER II		47.4	934-1131	2	47.7	947-1147	2052-2485	29,822
9357	CHIEF WHARFINGER	Z	52.4	1185-1436	1	52.7	1203-1457	2607-3157	37,882
9910	PUBLIC SERVICE TRAINEE			CONTRACT RATE	0		CONTRACT RATE		
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE			CONTRACT RATE	0		CONTRACT RATE		
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS			CONTRACT RATE	0		CONTRACT RATE		
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS			CONTRACT RATE	0		CONTRACT RATE		
8154	SENIOR LAW CLERK		49.1	1013-1226	11	49.4	1027-1243	2225-2693	32,318
8512	GENERAL CLERK-TYPIST		36.3	554- 668	1	36.6	562- 677	1218-1467	17,602
8516	SENIOR CLERK-TYPIST		39.8	652- 788	1	40.1	661- 800	1432-1733	20,800

SAE750 1466 METER READER.....

1983-84 SALARY SCHEDULE 42.8 APPROX $1629 - $1798 - $1967 MO.
$9.40 - $10.37 - $11.35 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	9.40	10.37	11.35		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
CITY OF DALY CITY	3	7.96	8.82	9.68	26.46	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF HAYWARD	2	7.51	8.26	9.00	16.52	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF SAN JOSE	2	7.91	8.76	9.61	17.52	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	9	10.18	11.30	12.41	101.70	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	3	9.57	10.60	11.63	31.80	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	25	11.66	11.66	11.66	291.50	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
MARIN MUNICIPAL UTIL DIST	6	9.58	10.32	11.05	61.92	40.0	12	Y	Y	15	Y	Y	14%	83	199	10-15-20-25
TOTALS 7	25				255.92											
FLAT RATE TOTALS	25				291.50											
COMBINED TOTAL	50															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.24 HR. 1774 MO. *
* RATE RANGE 9.22 TO 11.26 HR. 1598 TO 1951 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 11.66 TO 11.66 HR. 2021 TO 2021 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 10.44 TO 11.46 HR. 1809 TO 1986 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1466 METER READER. *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*1466	METER READER	42.8	752- 908	15	43.0	758- 916	1642-1985	23,816
7204	CHIEF WATER SERVICE INSPECTOR	57.8	1535-1862	1	58.0	1550-1881	3358-4076	48,906
7316	WATER SERVICE INSPECTOR	52.8	1208-1463	25	53.0	1220-1477	2643-3200	38,402
7317	SENIOR WATER SERVICE INSPECTOR	55.8	1394-1690	8	56.0	1407-1706	3049-3696	44,356

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 49

SAE750 1650 ACCOUNTANT.....

1983-84 SALARY SCHEDULE 41.6 APPROX $1538 - $1698 - $1859 MO.
$8.87 - $9.80 - $10.72 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH VAC FAMILY	1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	168	8.87	9.80	10.72		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	662	9.23	9.98	10.40	6606.76	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	22	8.12	8.89	9.65	195.58	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	18	6.43	7.39	8.35	133.02	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	67	7.96	9.16	10.35	613.72	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	0	9.91	10.36	10.80	0.00	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	3	9.09	10.07	11.05	30.21	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	1	9.04	9.95	10.85	9.95	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	13	8.86	9.97	11.07	129.61	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	1	9.67	10.68	11.68	10.68	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	2	9.77	10.65	11.53	21.30	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	2	10.47	11.60	12.73	23.20	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF OAKLAND	14	10.85	11.43	12.01	160.02	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	5	11.16	12.39	13.59	61.95	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	2	12.09	13.39	14.69	26.78	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	6	11.11	12.03	12.94	72.18	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
U. C. MEDICAL CENTER S.F.	4	8.90	9.80	10.70	39.20	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	0	8.90	9.80	10.70	0.00	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	17	822			8,134.16											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1650 ACCOUNTANT *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
*1650	ACCOUNTANT	Z	41.6	710- 858	168	41.9	721- 870	1562-1885	22,620
1652	SENIOR ACCOUNTANT	Z	45.6	858-1037	97	45.9	870-1052	1885-2279	27,352
1654	PRINCIPAL ACCOUNTANT	Z	49.6	1037-1255	70	49.9	1052-1273	2279-2758	33,098
1655	SYSTEMS ACCOUNTANT	Z	50.6	1088-1316	9	50.9	1104-1336	2392-2895	34,736
1656	HEAD ACCOUNTANT	Z	53.6	1255-1520	32	53.9	1273-1543	2758-3343	40,118
1657	SENIOR SYSTEMS ACCOUNTANT	Z	54.6	1316-1596	8	54.9	1336-1618	2895-3506	42,068
1658	CHIEF ACCOUNTANT	Z	57.3	1499-1818	18	57.6	1520-1844	3293-3995	47,944
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION.	Z	58.1	1558-1890	1	58.4	1580-1918	3423-4156	49,868
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH.	Z	59.5	1666-2023	1	59.8	1690-2053	3662-4448	53,378
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY.	Z	59.9	1698-2063	4	60.2	1723-2094	3733-4537	54,444
1678	FINANCIAL OPERATIONS DIRECTOR	Z		2996-2996	1		3041-3041	6589-6589	79,066
1679	FINANCIAL REPORTS SPECIALIST	Z		2143-2143	1		2175-2175	4713-4713	56,550
1684	ASSOCIATE AUDITOR	Z	49.6	1037-1255	3	49.9	1052-1273	2279-2758	33,098
1686	SUPERVISING AUDITOR	Z	53.6	1255-1520	2	53.9	1273-1543	2758-3343	40,118
1688	CHIEF AUDITOR	Z	57.3	1499-1818	1	57.6	1520-1844	3293-3995	47,944
1802	RESEARCH ASSISTANT	Z	42.6	745- 899	8	42.9	755- 912	1636-1976	23,712
1804	STATISTICIAN	Z	46.1	878-1062	11	46.4	891-1078	1931-2336	28,028
1806	SENIOR STATISTICIAN	Z	49.6	1037-1255	6	49.9	1052-1273	2279-2758	33,098
1812	ASSISTANT RETIREMENT ANALYST	Z	44.4	810- 979	13	44.7	822- 994	1781-2154	25,844
1813	RETIREMENT ANALYST	Z	48.4	979-1185	8	48.7	994-1203	2154-2607	31,278
1814	ASSISTANT ACTUARY	Z	54.1	1285-1558	2	54.4	1304-1580	2825-3423	41,080
1816	ACTUARY	Z	60.8	1773-2156	1	61.1	1800-2188	3900-4741	56,888
1828	SENIOR ASSOCIATE BUDGET ANALYST	Z	55.9	1401-1698	0	56.2	1421-1723	3079-3733	44,798
1832	BUSINESS MANAGER, CITY COLLEGE	Z	60.3	1731-2104	1	60.6	1756-2135	3805-4626	55,510
1896	DIRECTOR, WELFARE AUDITS	Z	57.3	1499-1818	1	57.6	1520-1844	3293-3995	47,944
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	49.8	1047-1267	1	50.1	1062-1285	2301-2784	33,410
3104	BUSINESS MANAGER, REC AND PARK DEPT	Z	57.8	1535-1862	0	58.1	1558-1890	3376-4095	49,140
3566	EXECUTIVE SECRETARY, MUSEUMS	Z	50.6	1088-1316	1	50.9	1104-1336	2392-2895	34,736
8336	BUSINESS MANAGER, JUVENILE COURT	Z	53.8	1267-1535	1	54.1	1285-1558	2784-3376	40,508
9380	ADMINISTRATIVE SERVICE OFFICER, PORT	Z	49.1	1013-1226	0	49.4	1027-1243	2225-2693	32,318
9385	BUSINESS SERVICE OFFICER, PORT OF SF		45.1	838-1013	0	45.4	850-1027	1842-2225	26,702

NUMBER OF CLASSES THIS BENCHMARK..... 31
NUMBER OF POSITIONS THIS BENCHMARK..... 470

SAE750 1650 ACCOUNTANT.....

1983-84 SALARY SCHEDULE 41.6 APPROX $1538 - $1698 - $1859 MO.
$8.87 - $9.80 - $10.72 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	168	8.87	9.80	10.72		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	662	9.23	9.98	10.40	6606.76	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	22	8.12	8.89	9.65	195.58	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	18	6.43	7.39	8.35	133.02	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	67	7.96	9.16	10.35	613.72	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	0	9.91	10.36	10.80	0.00	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	3	9.09	10.07	11.05	30.21	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	1	9.04	9.95	10.85	9.95	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	13	8.86	9.97	11.07	129.61	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	1	9.67	10.68	11.68	10.68	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	2	9.77	10.65	11.53	21.30	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	2	10.47	11.60	12.73	23.20	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF OAKLAND	14	10.85	11.43	12.01	160.02	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	5	11.18	12.39	13.59	61.95	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	2	12.09	13.39	14.69	26.78	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	6	11.11	12.03	12.94	72.18	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
U. C. MEDICAL CENTER S.F.	4	8.90	9.80	10.70	39.20	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	0	8.90	9.80	10.70	0.00	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 17	822	.....			8,134.16											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1650 ACCOUNTANT *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
*1650	ACCOUNTANT	Z	41.6	710- 858	168	41.9	721- 870	1562-1885	22,620
1652	SENIOR ACCOUNTANT	Z	45.6	858-1037	97	45.9	870-1052	1885-2279	27,352
1654	PRINCIPAL ACCOUNTANT	Z	49.6	1037-1255	70	49.9	1052-1273	2279-2758	33,098
1655	SYSTEMS ACCOUNTANT	Z	50.6	1088-1316	9	50.9	1104-1336	2392-2895	34,736
1656	HEAD ACCOUNTANT	Z	53.6	1255-1520	32	53.9	1273-1543	2758-3343	40,118
1657	SENIOR SYSTEMS ACCOUNTANT	Z	54.6	1316-1596	8	54.9	1336-1618	2895-3506	42,068
1658	CHIEF ACCOUNTANT	Z	57.3	1499-1818	18	57.6	1520-1844	3293-3995	47,944
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION.	Z	58.1	1558-1890	1	58.4	1580-1918	3423-4156	49,868
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH.	Z	59.5	1666-2023	1	59.8	1690-2053	3662-4448	53,378
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY.	Z	59.9	1698-2063	4	60.2	1723-2094	3733-4537	54,444
1678	FINANCIAL OPERATIONS DIRECTOR	Z		2996-2996	1		3041-3041	6589-6589	79,066
1679	FINANCIAL REPORTS SPECIALIST	Z		2143-2143	1		2175-2175	4713-4713	56,550
1684	ASSOCIATE AUDITOR	Z	49.6	1037-1255	3	49.9	1052-1273	2279-2758	33,098
1686	SUPERVISING AUDITOR	Z	53.6	1255-1520	2	53.9	1273-1543	2758-3343	40,118
1688	CHIEF AUDITOR	Z	57.3	1499-1818	1	57.6	1520-1844	3293-3995	47,944
1802	RESEARCH ASSISTANT	Z	42.6	745- 899	8	42.9	755- 912	1636-1976	23,712
1804	STATISTICIAN	Z	46.1	878-1062	11	46.4	891-1078	1931-2336	28,028
1806	SENIOR STATISTICIAN	Z	49.6	1037-1255	6	49.9	1052-1273	2279-2758	33,098
1812	ASSISTANT RETIREMENT ANALYST	Z	44.4	810- 979	13	44.7	822- 994	1781-2154	25,844
1813	RETIREMENT ANALYST	Z	48.4	979-1185	8	48.7	994-1203	2154-2607	31,278
1814	ASSISTANT ACTUARY	Z	54.1	1285-1558	2	54.4	1304-1580	2825-3423	41,080
1816	ACTUARY	Z	60.8	1773-2156	1	61.1	1800-2188	3900-4741	56,888
1828	SENIOR ASSOCIATE BUDGET ANALYST	Z	55.9	1401-1698	0	56.2	1421-1723	3079-3733	44,798
1832	BUSINESS MANAGER, CITY COLLEGE	Z	60.3	1731-2104	1	60.6	1756-2135	3805-4626	55,510
1896	DIRECTOR, WELFARE AUDITS	Z	57.3	1499-1818	1	57.6	1520-1844	3293-3995	47,944
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	49.8	1047-1267	1	50.1	1062-1285	2301-2784	33,410
3104	BUSINESS MANAGER, REC AND PARK DEPT	Z	57.8	1535-1862	0	58.1	1558-1890	3376-4095	49,140
3566	EXECUTIVE SECRETARY, MUSEUMS	Z	50.6	1088-1316	1	50.9	1104-1336	2392-2895	34,736
8336	BUSINESS MANAGER, JUVENILE COURT	Z	53.8	1267-1535	1	54.1	1285-1558	2784-3376	40,508
9380	ADMINISTRATIVE SERVICE OFFICER, PORT	Z	49.1	1013-1226	0	49.4	1027-1243	2225-2693	32,318
9385	BUSINESS SERVICE OFFICER, PORT OF SF		45.1	838-1013	0	45.4	850-1027	1842-2225	26,702

NUMBER OF CLASSES THIS BENCHMARK..... 31
NUMBER OF POSITIONS THIS BENCHMARK..... 470

SAE750 1720 DATA ENTRY OPERATOR.....

1983-84 SALARY SCHEDULE 35.8 APPROX $1172 - $1292 - $1412 MO.
$6.76 - $7.45 - $8.15 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	106	6.76	7.45	8.15		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	4170	6.72	7.52	7.98	31358.40	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	53	6.49	7.02	7.55	372.06	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	137	5.12	5.89	6.65	806.93	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	113	5.75	6.61	7.47	746.93	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	1	6.77	7.40	8.03	7.40	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	0	6.10	6.76	7.42	0.00	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	6	6.31	6.83	7.35	40.98	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	20	6.39	7.19	7.99	143.80	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	62	7.15	7.87	8.59	487.94	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	5	8.16	8.51	8.85	42.55	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	2	7.26	8.04	8.82	16.08	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF HAYWARD	1	6.88	7.53	8.17	7.53	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	11	7.82	8.24	8.65	90.64	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	2	7.24	8.02	8.80	16.04	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	4	8.18	9.05	9.92	36.20	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	4	8.25	8.93	9.61	35.72	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	2	5.62	6.40	7.18	12.80	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	8	6.71	7.28	7.84	58.24	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	27	6.71	7.28	7.84	196.56	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 19	4,628		.....		34,476.80											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1720 DATA ENTRY OPERATOR..... *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*1720	DATA ENTRY OPERATOR.....	35.8	541- 652	106	35.9	544- 655	1179-1419	17,030
1721	SENIOR DATA ENTRY OPERATOR.....	37.8	594- 717	24	37.9	596- 721	1291-1562	18,746
1724	SENIOR TABULATING MACHINE OPERATOR.....	42.0	724- 874	1	42.1	728- 878	1577-1902	22,828
1727	SUPERVISING DATA ENTRY OPERATOR.....	39.8	652- 788	6	39.9	655- 792	1419-1716	20,592
1807	MANAGEMENT INFORMATION SYSTEMS TECH II.. Z	38.9	625- 755	0	39.0	628- 758	1361-1642	19,708
1808	MANAGEMENT INFORMATION SYSTEMS TECH I...	36.9	570- 688	0	37.0	572- 691	1239-1497	17,966
1833	TAPE LIBRARIAN, EDP.....	35.8	541- 652	3	35.9	544- 655	1179-1419	17,030
1834	SENIOR TAPE LIBRARIAN.....	37.8	594- 717	2	37.9	596- 721	1291-1562	18,746
1853	CONTROL CLERK, EDP.....	37.8	594- 717	46	37.9	596- 721	1291-1562	18,746
1855	SENIOR CONTROL CLERK, EDP.....	39.8	652- 788	25	39.9	655- 792	1419-1716	20,592
1856	ASST CONTROL SUPERVISOR, EDP.....	41.6	710- 858	5	41.7	714- 862	1547 1868	22,412
1858	CONTROL SUPERVISOR, EDP.....	44.1	800- 966	12	44.2	803- 970	1740-2102	25,220

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 230

SAE750 1736 COMPUTER OPERATOR II.....

1983-84 SALARY SCHEDULE 39.5 APPROX $1395 - $1539 - $1683 MO.
$8.05 - $8.88 - $9.71 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	32	8.05	8.88	9.71		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	1101	8.09	8.93	10.08	9831.93	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	13	7.43	8.11	8.79	105.43	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	54	7.17	8.25	9.32	445.50	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	64	7.96	9.16	10.35	586.24	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	1	8.62	9.43	10.24	9.43	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	8	8.40	9.31	10.21	74.48	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	3	7.86	8.66	9.45	25.98	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	5	8.26	9.30	10.33	46.50	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	1	7.94	8.76	9.58	8.76	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	2	9.24	9.64	10.03	19.28	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	1	8.91	9.88	10.84	9.88	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF OAKLAND	1	9.64	9.52	10.00	9.52	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	3	8.80	9.75	10.70	29.25	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	2	10.19	11.30	12.41	22.60	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	1	10.84	12.01	13.18	12.01	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	5	9.81	10.62	11.42	53.10	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	1	7.36	8.37	9.38	8.37	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S. F.	10	7.67	8.40	9.12	84.00	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	33	7.67	8.40	9.12	277.20	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	19	1,309	.....		11,659.46											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1736 COMPUTER OPERATOR II *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1731	COMPUTER OPERATOR TRAINEE			548- 548	3		551- 551	1194-1194	14,326
1734	COMPUTER OPERATOR I		37.2	578- 697	11	37.3	580- 701	1257-1519	18,226
*1736	COMPUTER OPERATOR II		39.5	644- 777	32	39.6	647- 781	1402-1692	20,306
1737	SENIOR COMPUTER OPERATOR		42.5	742- 895	12	42.6	745- 899	1614-1948	23,374
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR	Z	45.5	854-1032	6	45.6	858-1037	1859-2247	26,962
1739	COMPUTER OPERATIONS SUPERVISOR II	Z	51.5	1136-1375	7	51.6	1141-1381	2472-2992	35,906
1741	COMPUTER OPERATIONS SUPERVISOR I	Z	48.5	984-1191	2	48.6	989-1197	2143-2594	31,122
1745	TECH INSTRUCT ASST, COMPUTER SERVICES		38.6	617- 745	0	38.7	620- 748	1343-1621	19,448
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV	Z	54.5	1310-1588	2	54.6	1316-1596	2851-3458	41,496
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR	Z	50.3	1073-1298	3	50.4	1078-1304	2336-2825	33,904
1868	TELEPROCESSING TECHNICIAN		43.5	777- 938	5	43.6	781- 943	1692-2043	24,518

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 83

SAE750 1760 OFFSET MACHINE OPERATOR.....

1983-84 SALARY SCHEDULE 38.9 APPROX $1354 - $1495 - $1635 MO.
$7.81 - $8.62 - $9.43 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	18	7.81	8.62	9.43		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	365	7.98	8.80	9.63	3212.00	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	9	6.79	7.37	7.94	66.33	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	9	5.12	5.89	6.65	53.01	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	5	9.40	9.40	9.40	47.00	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	5	6.93	7.68	8.43	38.40	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	1	7.52	8.28	9.03	8.28	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	3	7.40	8.33	9.25	24.99	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	5	7.77	8.57	9.36	42.85	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF DALY CITY	1	8.23	9.12	10.00	9.12	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF FREMONT	2	7.62	8.27	8.91	16.54	40.0	11	Y	Y	12	Y	N	18%	51	147	12-15-18-21
CITY OF HAYWARD	1	8.55	9.26	9.96	9.26	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	5	8.44	8.90	9.35	44.50	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	3	7.72	8.55	9.38	25.65	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	1	9.22	10.24	11.26	10.24	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	0	8.65	9.36	10.06	0.00	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	2	9.81	10.62	11.42	21.24	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	6	5.91	6.72	7.53	40.32	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	3	6.23	6.73	7.23	20.19	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	4	6.23	6.73	7.23	26.92	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 19	425				3,669.84											
FLAT RATE TOTALS	5				47.00											
COMBINED TOTAL	430															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.63 HR. 1495 MO. *
* RATE RANGE 7.77 TO 9.49 HR. 1346 TO 1644 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 9.40 TO 9.40 HR. 1629 TO 1629 MO. *

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1760 OFFSET MACHINE OPERATOR..... *

			1983-84			1984-85 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....		38.9	625- 755	0	39.0	628- 758	1361-1642	19,708
1750	MICROPHOTO TECHNICIAN.....		37.9	596- 721	4	38.0	599- 724	1298-1569	18,824
1752	SENIOR MICROPHOTO TECHNICIAN.....		41.4	704- 850	3	41.5	707- 854	1532-1850	22,204
*1760	OFFSET MACHINE OPERATOR.....		38.9	625- 755	18	39.0	628- 758	1361-1642	19,708
1762	SENIOR OFFSET MACHINE OPERATOR.....		42.2	731- 882	5	42.3	735- 887	1593-1922	23,062
1763	REPRODUCTION SUPERVISOR I.....		44.2	803- 970	0	44.3	807- 975	1749-2113	25,350
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR		44.2	803- 970	5	44.3	807- 975	1749-2113	25,350
1772	PHOTO-LITHOGRAPHER.....		42.2	731- 882	1	42.3	735- 887	1593-1922	23,062
1778	BLUEPRINT AND REPRODUCTION MANAGER.....	Z	47.2	925-1120	2	47.3	929-1125	2013-2438	29,250

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 38

SAE750 1770 PHOTOGRAPHER.....

1983-84 SALARY SCHEDULE 44.7 APPROX $1781 - $1967 - $2153 MO.
$10.27 - $11.35 - $12.42 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	1	10.27	11.35	12.42		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	147	9.66	11.91	12.89	1750.77	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	1	8.79	9.67	10.54	9.67	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	4	6.43	7.39	8.35	29.56	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	6	7.17	8.25	9.32	49.50	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	14	7.96	9.16	10.35	128.24	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
SANTA CLARA COUNTY	1	8.93	9.85	10.77	9.85	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF SAN JOSE	0	10.55	11.68	12.81	0.00	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	1	10.71	11.87	13.02	11.87	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
OAKLAND CITY SCHOOL DIST.	1	7.72	8.79	9.85	8.79	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	0	8.54	9.39	10.23	0.00	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. MEDICAL CENTER S.F.	5	9.76	10.75	11.73	53.75	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
TOTALS	180				2,052.00											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.40 HR. 1976 MO.
RATE RANGE 10.26 TO 12.54 HR. 1778 TO 2173 MO.

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1770 PHOTOGRAPHER. *

		1983-84 SCHEDULE NUMBER	1983-84 BI WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	BI WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
*1770	PHOTOGRAPHER	44.7	822 904	1	44.9	830 1003	1798 2173	26,078
1774	HEAD PHOTOGRAPHER	46.2	882 1067	1	46.4	891 1078	1931 2336	28,028
3534	MUSEUM PHOTOGRAPHER	46.2	882 1067	1	46.4	891 1078	1931 2336	28,028

NUMBER OF CLASSES THIS BENCHMARK 3
NUMBER OF POSITIONS THIS BENCHMARK 3

SAE750 1840 JUNIOR MANAGEMENT ASSISTANT.....

1983-84 SALARY SCHEDULE 41.7 APPROX $1547 - $1707 - $1867 MO.
$8.92 - $9.85 - $10.77 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	8.92	9.85	10.77		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	15	8.79	9.67	10.54	145.05	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	4	9.55	10.02	10.48	40.08	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	1	8.96	9.93	10.89	9.93	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	0	9.34	10.51	11.67	0.00	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	3	7.95	8.81	9.67	26.43	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	6	9.77	10.65	11.53	63.90	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	1	10.73	11.89	13.04	11.89	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF SAN JOSE	3	11.18	12.39	13.59	37.17	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SUNNYVALE	3	11.67	12.93	14.18	38.79	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
U. C. MEDICAL CENTER S.F.	1	8.90	9.80	10.70	9.80	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	10	8.90	9.80	10.70	98.00	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	11	47			481.04											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.23 HR. 1773 MO. *
* RATE RANGE 9.21 TO 11.25 HR. 1596 TO 1950 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT. *

			.....1983-84.....			.....1984-85 RECOMMENDED RATES.....			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	54.4	1304-1580	1	55.3	1362-1650	2951-3575	42,900
1114	ADMINISTRATOR, RETIREMENT SERVICES	Z	56.6	1450-1756	1	57.5	1513-1835	3278-3976	47,710
1115	CHIEF INVESTMENT OFFICER	Z	63.2	1994-2424	1	64.1	2084-2533	4515-5488	65,858
1116	COMMERCIAL DIVISION ASSISTANT MANAGER	Z	58.8	1611-1955	1	59.7	1682-2043	3644-4427	53,118
1118	COMMERCIAL DIVISION MANAGER	Z	60.3	1731-2104	1	61.2	1809-2199	3920-4765	57,174
1491	ASSOCIATE REGISTRAR, SFJCD	Z	45.7	862-1042	1	46.6	899-1088	1948-2357	28,288
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF	Z	46.5	895-1083	1	47.4	934-1131	2024-2451	29,406
1518	CONFIDENTIAL SECRETARY TO ASSESSOR	Z	47.1	920-1114	1	48.0	961-1163	2082-2520	30,238
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY	Z	50.4	1078-1304	1	51.3	1125-1362	2438-2951	35,412
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR			1361-1361	1		1422-1422	3081-3081	36,972
1540	SECRETARY, FIRE COMMISSION	Z	53.5	1249-1513	1	54.4	1304-1580	2825-3423	41,080
1544	SECRETARY, LIBRARY COMMISSION	Z	50.9	1104-1336	1	51.8	1152-1394	2496-3020	36,244
1548	SECRETARY, SOCIAL SERVICES COMMISSION	Z	46.4	891-1078	1	47.3	929-1125	2013-2438	29,250
1550	EXEC ASST TO THE BD OF ED		50.8	1099-1329	1	51.7	1147-1388	2485-3007	36,088
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM.	Z	58.4	1580-1918	1	59.3	1650-2004	3575-4342	52,104
1556	ADMIN SECRETARY, CITY PLANNING COMM	Z	51.6	1141-1381	1	52.5	1191-1443	2581-3127	37,518
1574	EXECUTIVE SECRETARY TO THE CONTROLLER	Z	41.8	717- 866	1	42.7	748- 903	1621-1957	23,478
1809	ADMIN ASST. TO SUPERINTENDENT OF SCHOOLS	Z		1336-1336	3		1383-1383	2997-2997	35,958
1815	MANAGEMENT AIDE			1236-1236	3		1279-1279	2771-2771	33,254
1820	JUNIOR ADMINISTRATIVE ANALYST	Z	41.2	697- 842	2	42.1	728- 878	1577-1902	22,828
1822	ADMINISTRATIVE ANALYST	Z	48.7	994-1203	5	49.6	1037-1255	2247-2719	32,630
1823	SENIOR ADMINISTRATIVE ANALYST	Z	51.7	1147-1388	22	52.6	1197-1450	2594-3142	37,700
1824	PRINCIPAL ADMINISTRATIVE ANALYST	Z	54.9	1336-1618	15	55.8	1394-1690	3020-3662	43,940
1825	MANAGEMENT ANALYST	Z	52.9	1214-1470	1	53.8	1267-1535	2745-3326	39,910
1829	OPERATIONS ANALYST	Z	45.9	870-1052	7	46.8	908-1099	1967-2381	28,574
1831	LEGISLATIVE AIDE, BOARD OF SUPERVISORS	Z		854- 854	11		884- 884	1915-1915	22,984
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z		939- 939	11		972- 972	2106-2106	25,272
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM		46.5	895-1083	0	47.4	934-1131	2024-2451	29,406
*1840	JUNIOR MANAGEMENT ASSISTANT	Z	41.7	714- 862	15	42.6	745- 899	1614-1948	23,374
1842	MANAGEMENT ASSISTANT	Z	45.7	862-1042	36	46.6	899-1088	1948-2357	28,288
1844	SENIOR MANAGEMENT ASSISTANT	Z	49.2	1018 1232	54	50.1	1062-1285	2301 2784	33,410
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE	Z	51.9	1158-1401	1	52.8	1208-1463	2617-3170	38,038
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE	Z	49.8	1047-1267	1	50.7	1093-1323	2368-2867	34,398
1848	MAYOR'S PROGRAM CONSULTANT	Z		1021 1021	5		1057-1057	2290-2290	27,482
1849	MAYOR'S PROGRAM MANAGER	Z		1530 1530	11		1584 1584	3432 3432	41,184
1851	MAYOR'S SENIOR PROGRAM MANAGER	Z		2170-2170	2		2246-2246	4866-4866	58,396
1886	MANAGER, BUR OF PERFORM MONITORING, PUC	Z		1718-1718	1		1795-1795	3889-3889	46,670

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT..... *

			1983-84			1984-85 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
2119	HEALTH CARE ANALYST	Z	49.2	1018-1232	2	50.1	1062-1285	2301-2784	33,410
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	51.0	1109-1342	1	51.9	1158-1401	2509-3036	36,426
2140	HOSPITAL ADMINISTRATIVE ASSISTANT	Z	50.6	1088-1316	9	51.5	1136-1375	2461-2979	35,750
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	55.4	1368-1658	5	56.3	1429-1731	3096-3751	45,006
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	59.9	1698-2063	12	60.8	1773-2156	3842-4671	56,056
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	57.5	1513-1835	1	58.4	1580-1918	3423-4156	49,868
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		51.5	1136-1375	1	52.4	1185-1436	2568-3111	37,336
2993	ASST TO THE DIRECTOR, COMM ON THE AGING.	Z	46.5	895-1083	1	47.4	934-1131	2024-2451	29,406
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	49.0	1008-1220	1	49.9	1052-1273	2279-2758	33,098
3480	FARMERS MARKET MANAGER		43.3	769- 929	1	44.2	803- 970	1740-2102	25,220
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART	Z	50.7	1093-1323	1	51.6	1141-1381	2472-2992	35,906
4119	PERFORMONG ARTS CENTER AIDE		45.7	862-1042	3	46.6	899-1088	1948-2357	28,288
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD.	Z	49.6	1037-1255	1	50.5	1083-1310	2347-2838	34,060
4331	SECURITY ANALYST	Z	54.9	1336-1618	1	55.8	1394-1690	3020-3662	43,940
4332	ASSISTANT CHIEF OF INVESTMENTS	Z	58.5	1588-1927	3	59.4	1658-2014	3592-4364	52,364
4378	CASH MANAGEMENT AND INVESTMENT OFFICER..	Z	59.6	1674-2033	1	60.5	1748-2124	3787-4602	55,224
5111	DEPUTY FOR DEVELOPMENT	Z		2532-2532	0		2621-2621	5679-5679	68,146
5185	GENERAL MANAGER, HETCH HETCHY PROJECT...	Z		2451-2451	1		2537-2537	5497-5497	65,962
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY..	Z	50.4	1078-1304	1	51.3	1125-1362	2438-2951	35,412
9139	TRANSIT SUPERVISOR		50.1	1062-1285	197	51.0	1109-1342	2403-2908	34,892
9140	TRANSIT MANAGER I	Z	52.6	1197-1450	23	53.5	1249-1513	2706-3278	39,338
9141	TRANSIT MANAGER II	Z	55.1	1349-1634	14	56.0	1407-1706	3049-3696	44,356
9142	TRANSIT MANAGER III	Z	57.6	1520-1844	5	58.5	1588-1927	3441-4175	50,102
9176	SCHOOL TRANSPORTATION SCHEDULER		43.2	766- 925	6	44.1	800- 966	1733-2093	25,116
9178	SCHOOL TRANSPORTATION SUPERVISOR	Z	54.4	1304-1580	1	55.3	1362-1650	2951-3575	42,900
9276	SECRETARY, AIRPORTS COMMISSION	Z	51.1	1114-1349	1	52.0	1163-1407	2520-3049	36,582
9376	MARKET RESEARCH SPECIALIST, PORT	Z	50.7	1093-1323	1	51.6	1141-1381	2472-2992	35,906
9383	DIRECTOR, PLANNING AND RESEARCH	Z	63.8	2053-2496	1	64.7	2145-2607	4648-5649	67,782
9384	DIRECTOR, FINANCE AND ADMINISTRATION		63.8	2053-2496	1	64.7	2145-2607	4648-5649	67,782
9387	PORT TRAFFIC MANAGER	Z	52.5	1191-1443	1	53.4	1243-1506	2693-3263	39,156
9388	DIRECTOR, MARITIME		63.8	2053-2496	1	64.7	2145-2607	4648-5649	67,782
9389	PORT TRAFFIC ANALYST	Z	45.7	862-1042	1	46.6	899-1088	1948-2357	28,288
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	54.9	1336-1618	1	55.8	1394-1690	3020-3662	43,940
9730	STAFF AIDE I, SPECIAL PROJECT	Z		559- 559	36		579- 579	1255-1255	15,054
9732	STAFF AIDE II, SPECIAL PROJECT	Z		643- 643	1		666- 666	1443-1443	17,316
9734	STAFF ASSISTANT I, SPECIAL PROJECT	Z		731- 731	0		757- 757	1640-1640	19,682
9736	STAFF ASSISTANT II, SPECIAL PROJECT	Z		839- 839	7		868- 868	1881-1881	22,568

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT. *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
9738	STAFF ASSISTANT III, SPECIAL PROJECT.... Z		964- 964	1		998- 998	2162-2162	25,948
9740	STAFF ASSISTANT IV, SPECIAL PROJECT..... Z		1111-1111	5		1150-1150	2492-2492	29,900
9742	STAFF ASSISTANT V, SPECIAL PROJECT..... Z		1280-1280	0		1325-1325	2871-2871	34,450
9744	STAFF ASSISTANT VI, SPECIAL PROJECT..... Z		1477-1477	1		1529-1529	3313-3313	39,754
9746	STAFF ASSISTANT VII, SPECIAL PROJECT.... Z		1701-1701	1		1761-1761	3816-3816	45,786
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT... Z		1869-1869	4		1934-1934	4190-4190	50,284
9750	STAFF ASSISTANT IX, SPECIAL PROJECT..... Z		2059-2059	0		2131-2131	4617-4617	55,406
9752	STAFF ASSISTANT X, SPECIAL PROJECT..... Z		2263-2263	2		2342-2342	5074-5074	60,892
9754	STAFF ASSISTANT XI, SPECIAL PROJECT..... Z		2489-2489	1		2576-2576	5581-5581	66,976
9756	STAFF ASSISTANT XII, SPECIAL PROJECT.... Z		2611-2611	0		2702-2702	5854-5854	70,252
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT... Z		2744-2744	0		2840-2840	6153-6153	73,840
9920	PUBLIC SERVICE AIDE-ASST TO PROFESSIONAL		524- 524	0		548- 548	1187-1187	14,248
9922	PUBLIC SERVICE AIDE-ASSOC TO PROFESSIONA		572- 572	0		598- 598	1296-1296	15,548

NUMBER OF CLASSES THIS BENCHMARK..... 87
NUMBER OF POSITIONS THIS BENCHMARK..... 582

SAE750 1872 PROGRAMMER ANALYST.....

1983-84 SALARY SCHEDULE 46.2 APPROX $1911 - $2111 - $2311 MO.
$11.02 - $12.18 - $13.33 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	50	11.02	12.18	13.33		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	24	10.54	11.61	12.68	278.64	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	18	12.82	14.13	15.43	254.34	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	4	10.44	11.57	12.69	46.28	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
CONTRA COSTA COUNTY	5	12.54	13.83	15.12	69.15	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	0	9.38	9.88	10.38	0.00	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	54	11.03	12.18	13.32	657.72	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF CONCORD	2	11.94	13.23	14.52	26.46	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF OAKLAND	0	10.30	11.43	12.56	0.00	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	8	12.63	13.99	15.35	111.92	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	1	12.60	13.66	14.71	13.66	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	6	14.30	15.47	16.63	92.82	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	1	10.09	11.48	12.87	11.48	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	22	12.01	13.25	14.49	291.50	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	47	12.01	13.25	14.49	622.75	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 14	192	.....			2,476.72											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1872 PROGRAMMER ANALYST *

			1983-84			1984-85 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1861	SYSTEMS AND PROCEDURES ANAYLST, SPEC PRO	Z	47.3	929-1125	2	48.5	984-1191	2132-2581	30,966
1862	SYSTEMS AND PROCEDURES ANALYST	Z	47.3	929-1125	12	48.5	984-1191	2132-2581	30,966
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ	Z	50.3	1073-1298	2	51.5	1136-1375	2461-2979	35,750
1864	SR SYSTEMS AND PROCEDURES ANALYST	Z	50.3	1073-1298	33	51.5	1136-1375	2461-2979	35,750
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ	Z	53.3	1237-1499	0	54.5	1310-1588	2838-3441	41,288
1866	SYSTEMS AND PROCEDURES SUPERVISOR	Z	53.3	1237-1499	28	54.5	1310-1588	2838-3441	41,288
1869	TECH INSTRUCT ASST,COMPUTER SERVICES MAN		46.2	882-1067	3	47.4	934-1131	2024-2451	29,406
1870	PROGRAMMER ANALYST TRAINEE	Z	44.2	803- 970	3	45.4	850-1027	1842-2225	26,702
1871	ASSISTANT SOFTWARE ANALYST	Z	50.3	1073-1298	1	51.5	1136-1375	2461-2979	35,750
*1872	PROGRAMMER ANALYST	Z	46.2	882-1067	50	47.4	934-1131	2024-2451	29,406
1873	SOFTWARE ANALYST	Z	52.2	1174-1421	12	53.4	1243-1506	2693-3263	39,156
1874	SENIOR PROGRAMMER ANALYST	Z	49.2	1018-1232	23	50.4	1078-1304	2336-2825	33,904
1875	SENIOR SOFTWARE ANALYST	Z	54.2	1291-1565	9	55.4	1368-1658	2964-3592	43,108
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV	Z	52.2	1174-1421	16	53.4	1243-1506	2693-3263	39,156
1877	SUPERVISING SOFTWARE ANALYST	Z	56.7	1457-1765	6	57.9	1543-1871	3343-4054	48,646
1879	PROJECT MANAGER, SPECIAL PROJECT	Z	59.5	1666-2023	3	60.7	1765-2145	3824-4648	55,770
1880	CHIEF OF SYSTEMS	Z	59.5	1666-2023	13	60.7	1765-2145	3824-4648	55,770
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC	Z		2494-2494	1		2644-2644	5729-5729	68,744
9307	COMPUTER OPERATIONS SUPERVISOR, PORT		47.8	952-1152	0	49.0	1008-1220	2184-2643	31,720

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 217

SAE750 1934 STOREKEEPER.....

1983-84 SALARY SCHEDULE 40.4 APPROX $1453 - $1604 - $1755 MO.
$8.38 - $9.25 - $10.12 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	46	8.38	9.25	10.12		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
ALAMEDA COUNTY	30	7.71	8.46	9.21	253.80	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	7	8.75	9.70	10.64	67.90	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	1	7.95	8.95	9.94	8.95	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	16	7.59	8.37	9.14	133.92	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF HAYWARD	1	7.75	8.58	9.41	8.58	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	17	9.30	9.79	10.28	166.43	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	8	8.80	9.75	10.70	78.00	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	1	9.70	10.76	11.82	10.76	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	1	9.96	11.04	12.11	11.04	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	4	11.45	11.45	11.45	45.80	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	10	11.45	11.45	11.45	114.50	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	8	8.32	8.51	8.70	68.08	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	13	8.36	9.18	9.99	119.34	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	18	8.36	9.18	9.99	165.24	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
BAY AREA RAPID TRANSIT	25	10.96	10.96	10.96	274.00	40.0	12	Y	Y	12	Y	N	7%	131	131	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	1	9.42	10.41	11.39	10.41	40.0	11	Y	Y	12	Y	Y	12%	73	204	10-15-20-25
TOTALS	16	122	.....		1,102.45											
FLAT RATE TOTALS		39	.....		434.30											
COMBINED TOTAL		161														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.04 HR. 1566 MO. *
* RATE RANGE 8.14 TO 9.94 HR. 1410 TO 1722 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 11.14 TO 11.14 HR. 1930 TO 1930 MO. *

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1934 STOREKEEPER *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1914	FILM SERVICE TECHNICIAN		38.4	611- 738	4	38.6	617- 745	1337-1614	19,370
1924	MATERIALS AND SUPPLIES SUPERVISOR		39.7	650- 785	7	39.9	655- 792	1419-1716	20,592
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR		42.4	738- 891	7	42.6	745- 899	1614-1948	23,374
1930	WAREHOUSE WORKER		41.0	691- 834	25	41.2	697- 842	1510-1824	21,892
1932	ASSISTANT STOREKEEPER		38.4	611- 738	13	38.6	617- 745	1337-1614	19,370
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR		42.0	724- 874	14	42.2	731- 882	1584-1911	22,932
*1934	STOREKEEPER		40.4	671- 810	46	40.6	677- 818	1467-1772	21,268
1936	SENIOR STOREKEEPER		42.9	755- 912	14	43.1	762- 920	1651-1993	23,920
1938	STORES AND EQUIPMENT ASST SUPERVISOR		45.9	870-1052	4	46.1	878-1062	1902-2301	27,612
1939	SCHOOL WAREHOUSE SUPERVISOR	Z	44.4	810- 979	2	44.6	818- 989	1772-2143	25,714
1940	STORES AND EQUIPMENT SUPERVISOR	Z	49.4	1027-1243	1	49.6	1037-1255	2247-2719	32,630
1948	CODING SUPERVISOR, PURCHASING DEPT		46.9	912-1104	1	47.1	920-1114	1993-2414	28,964
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN		43.5	777- 938	4	43.7	785- 947	1701-2052	24,622
7441	TOOL ROOM MECHANIC AND CUSTODIAN		38.2	605- 731	6	38.4	611- 738	1324-1599	19,188

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 148

SAE750 1952 PURCHASER.....

1983-84 SALARY SCHEDULE 47.0 APPROX $1984 - $2193 - $2402 MO.
$11.45 - $12.65 - $13.86 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	12	11.45	12.65	13.86		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	1	11.55	12.74	13.93	12.74	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	4	11.71	12.87	14.03	51.48	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	4	10.96	12.14	13.32	48.56	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	2	9.28	10.21	11.13	20.42	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	4	10.60	11.93	13.25	47.72	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	9	12.06	13.33	14.59	119.97	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	2	9.98	10.89	11.79	21.78	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF OAKLAND	3	13.29	13.98	14.66	41.94	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	4	11.28	12.50	13.71	50.00	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	1	13.31	14.75	16.18	14.75	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	1	11.99	13.28	14.57	13.28	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	3	13.21	14.36	15.51	43.08	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
U. C. MEDICAL CENTER S.F.	2	12.89	14.22	15.54	28.44	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	3	12.89	14.22	15.54	42.66	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE LIVERMORE LAB	11	11.62	14.24	16.86	156.64	40.0	11	Y	Y	12	Y	Y	15%	63	184	15-15-21-24
ALAMEDA-CONTRA COSTA TRANSIT	2	13.58	14.28	14.98	28.56	40.0	11	Y	Y	12	Y	Y	13%	118	118	10-15-20-30
BAY AREA RAPID TRANSIT	2	10.09	12.62	15.14	25.24	40.0	12	Y	Y	12	Y	N	7%	131	131	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	1	12.28	13.56	14.84	13.56	40.0	11	Y	Y	12	Y	Y	12%	73	204	10-15-20-25
GOLDEN GATE BRIDGE DISTRICT	1	14.08	15.55	17.02	15.55	40.0	11	Y	Y	12	Y	Y	12%	73	204	10-15-20-25
TOTALS	19	60			796.37											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN RATE RANGE 13.27 HR. 11.94 TO 14.60 HR. 2300 MO. 2069 TO 2530 MO.

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1952 PURCHASER *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1928	SCHOOL SUPPLIES ANALYST	Z	47.0	916-1109	2	48.0	961-1163	2082-2520	30,238
1944	MATERIALS COORDINATOR		54.9	1336-1618	0	55.9	1401-1698	3036-3679	44,148
1950	ASSISTANT PURCHASER	Z	40.5	674- 814	1	41.5	707- 854	1532-1850	22,204
*1952	PURCHASER	Z	47.0	916-1109	12	48.0	961-1163	2082-2520	30,238
1954	PURCHASER, PRINTING	Z	47.0	916-1109	2	48.0	961-1163	2082-2520	30,238
1956	SENIOR PURCHASER	Z	51.0	1109-1342	7	52.0	1163-1407	2520-3049	36,582
1958	SUPERVISING PURCHASER	Z	53.6	1255-1520	1	54.6	1316-1596	2851-3458	41,496

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 25

SAE750 2230 PHYSICIAN SPECIALIST.....

1983-84 SALARY SCHEDULE 61.6 APPROX $3995 - $4426 - $4857 MO.
$23.05 - $25.53 - $28.02 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	147	23.05	25.53	28.02		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	16	26.37	28.85	31.32	461.60	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	20	19.85	22.83	25.80	456.60	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	250	23.34	25.50	27.65	6375.00	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
CONTRA COSTA COUNTY	97	24.81	28.28	31.75	2743.16	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	7	21.36	24.03	26.70	168.21	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	1	20.90	23.16	25.42	23.16	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
SANTA CLARA COUNTY	20	22.49	24.92	27.34	498.40	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
U. C. MEDICAL CENTER S.F.	8	23.81	26.32	28.83	210.56	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. MEDICAL CENTER S.F.	12	26.19	28.95	31.70	347.40	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	8	23.81	26.32	28.83	210.56	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
U. C. BERKELEY	6	26.19	28.95	31.70	173.70	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 11	445				11,668.35											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2230 PHYSICIAN SPECIALIST.....*

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
2210	DENTIST	Z	60.1	1714-2084	8	60.6	1756-2135	3805-4626	55,510
2212	DIRECTOR, DIVISION OF DENTAL HEALTH	Z	62.5	1927-2342	1	63.0	1975-2401	4279-5202	62,426
2220	PHYSICIAN	Z	60.6	1756-2135	21	61.1	1800-2188	3900-4741	56,888
2222	SENIOR PHYSICIAN	Z	61.6	1844-2242	2	62.1	1890-2297	4095-4977	59,722
*2230	PHYSICIAN SPECIALIST	Z	61.6	1844-2242	147	62.1	1890-2297	4095-4977	59,722
2232	SENIOR PHYSICIAN SPECIALIST	Z	62.6	1936-2354	23	63.1	1985-2412	4301-5226	62,712
2233	SUPERVISING PHYSICIAN SPECIALIST	Z	64.1	2084-2533	6	64.6	2135-2596	4626-5625	67,496
2234	DISTRICT HEALTH OFFICER	Z	64.1	2084-2533	2	64.6	2135-2596	4626-5625	67,496
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM	Z	59.0	1626-1975	1	59.5	1666-2023	3610-4383	52,598
2240	RADIOLOGIST	Z	63.0	1975-2401	1	63.5	2023-2459	4383 5328	63,934
2250	DIRECTOR OF CLINICAL SERVICES	Z	64.1	2084-2533	8	64.6	2135-2596	4626-5625	67,496
2273	POST M.D. I	Z		CONTRACT RATE	58		CONTRACT RATE		
2275	POST M.D. II	Z		CONTRACT RATE	53		CONTRACT RATE		
2277	POST M.D. III	Z		CONTRACT RATE	41		CONTRACT RATE		
2279	POST M.D. IV	Z		CONTRACT RATE	19		CONTRACT RATE		
2281	POST M.D. V	Z		CONTRACT RATE	12		CONTRACT RATE		
2283	POST M.D. VI	Z		CONTRACT RATE	16		CONTRACT RATE		
2290	ZOO VETERINARIAN	Z		1651-1651	1		1692-1692	3666-3666	43,992
2458	TOXICOLOGIST	Z	59.9	1698-2063	1	60.4	1740-2115	3770-4583	54,990

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 421

SAE750 2312 LICENSED VOCATIONAL NURSE.....

1983-84 SALARY SCHEDULE 40.1 APPROX $1432 - $1582 - $1733 MO.
$8.26 - $9.13 - $10.00 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	120	8.26	9.13	10.00		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	1087	8.72	9.32	9.33	10130.84	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	87	7.02	7.65	8.27	665.55	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	248	8.79	9.23	9.67	2289.04	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	5	7.37	8.17	8.96	40.85	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	41	7.99	8.72	9.45	357.52	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	93	8.29	9.14	9.98	850.02	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	0	8.26	8.71	9.15	0.00	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
U. C. MEDICAL CENTER S.F.	51	8.19	8.76	9.32	446.76	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
TOTALS	8	1,612		.....	14,780.58											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.17 HR. 1589 MO.
RATE RANGE 8.25 TO 10.09 HR. 1430 TO 1748 MO.

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE..... *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
2120	INSTITUTIONAL ADMITTING OFFICER.....		47.5	938-1136	1	47.7	947-1147	2052-2485	29,822
2301	ORDERLY TRAINEE.....			578- 578	0		584- 584	1265-1265	15,184
2302	ORDERLY.....		38.7	620- 748	582	38.9	625- 755	1354-1636	19,630
2304	PSYCHIATRIC ORDERLY.....		39.4	641- 773	5	39.6	647- 781	1402-1692	20,306
2305	PSYCHIATRIC TECHNICIAN.....		40.4	671- 810	67	40.6	677- 818	1467-1772	21,268
2306	SENIOR PSYCHIATRIC ORDERLY.....		41.4	704- 850	2	41.6	710- 858	1538-1859	22,308
2310	OPERATING ROOM TECHNICIAN.....		40.4	671- 810	17	40.6	677- 818	1467-1772	21,268
*2312	LICENSED VOCATIONAL NURSE.....		40.1	661- 800	120	40.3	668- 807	1447-1749	20,982
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH...		39.7	650- 785	47	39.9	655- 792	1419-1716	20,592
2392	SR CENTRAL PROCESSING AND DISTR TECH....		45.1	838-1013	4	45.3	846-1022	1833-2214	26,572
2402	LABORATORY HELPER.....		35.4	531- 641	8	35.6	536- 647	1161-1402	16,822
2406	PHARMACY HELPER.....		39.4	641- 773	5	39.6	647- 781	1402-1692	20,306
2408	SENIOR PHARMACY HELPER.....		41.4	704- 850	1	41.6	710- 858	1538-1859	22,308
2409	PHARMACY TECHNICIAN.....		42.4	738- 891	13	42.6	745- 899	1614-1948	23,374
2416	BACTERIOLOGICAL LABORATORY ASSISTANT....		36.9	570- 688	7	37.1	575- 694	1246-1504	18,044
2420	HISTOLOGY TECHNICIAN.....		43.7	785- 947	1	43.9	792- 956	1716-2071	24,856
2440	VETERINARY LABORATORY TECHNOLOGIST.....		46.5	895-1083	2	46.7	903-1093	1957-2368	28,418
2514	ORTHOPEDIC TECHNICIAN I.....		40.4	671- 810	2	40.6	677- 818	1467-1772	21,268
2515	ORTHOPEDIC TECHNICIAN II.....		41.4	704- 850	1	41.6	710- 858	1538-1859	22,308
2517	JAIL MEDICAL TECHNICIAN.....		43.8	788- 952	15	44.0	796- 961	1725-2082	24,986
2520	MORGUE ATTENDANT.....		39.9	655- 792	4	40.1	661- 800	1432-1733	20,800
2522	SENIOR MORGUE ATTENDANT.....		41.4	704- 850	1	41.6	710- 858	1538-1859	22,308
2523	FORENSIC AUTOSPY TECHNICIAN.....		41.4	704- 850	3	41.6	710- 858	1538-1859	22,308
2526	AMBULANCE DRIVER.....		49.3	1022-1237	9	49.5	1032-1249	2236-2706	32,474
2528	MEDICAL STEWARD.....		49.3	1022-1237	3	49.5	1032-1249	2236-2706	32,474
2530	SENIOR MEDICAL STEWARD.....		50.8	1099-1329	3	51.0	1109-1342	2403-2908	34,892
2532	PARAMEDIC.....		49.3	1022-1237	62	49.5	1032-1249	2236-2706	32,474
2534	PARAMEDIC SUPERVISOR.....	Z	52.8	1208-1463	6	53.0	1220-1477	2643-3200	38,402
2535	CHIEF, PARAMEDIC DIVISION.....	Z	54.8	1329-1611	1	55.0	1342-1626	2908-3523	42,276
2565	ACUPUNCTURIST.....	Z	46.4	891-1078	0	46.6	899-1088	1948-2357	28,288
2585	HEALTH WORKER I.....		34.3	505- 608	35	34.5	510- 614	1105-1330	15,964
2586	HEALTH WORKER II.....		36.8	567- 684	60	37.0	572- 691	1239-1497	17,966
2587	HEALTH WORKER III.....		39.8	652- 788	45	40.0	658- 796	1426-1725	20,696
2588	HEALTH WORKER IV.....		43.5	777- 938	25	43.7	785- 947	1701-2052	24,622
2589	HEALTH PROGRAM COORDINATOR I.....	Z	46.5	895-1083	6	46.7	903-1093	1957-2368	28,418
2591	HEALTH PROGRAM COORDINATOR II.....	Z	49.5	1032-1249	7	49.7	1042-1261	2258-2732	32,786
2593	HEALTH PROGRAM COORDINATOR III.....	Z	53.0	1220-1477	28	53.2	1232-1491	2669-3231	38,766

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE.....*

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
7303	BARBER.....	40.7	681- 822	2	40.9	688- 830	1491-1798	21,580
7324	BEAUTICIAN.....	40.7	681- 822	2	40.9	688- 830	1491-1798	21,580
9924	PUBLIC SERVICE AIDE-HEALTH SERVICES.....		498- 498	0		503- 503	1090-1090	13,078
9926	PUBLIC SERVICE AIDE-LEGAL ENFORCEMENT...		498- 498	0		503- 503	1090-1090	13,078
I120	SENIOR ORDERLY.....	39.7	650- 785	1	39.9	655- 792	1419-1716	20,592

NUMBER OF CLASSES THIS BENCHMARK..... 42
NUMBER OF POSITIONS THIS BENCHMARK..... 1203

SAE750 2426 RADIOLOGIC TECHNOLOGIST II.....

1983-84 SALARY SCHEDULE 45.3 APPROX $1833 - $2023 - $2214 MO.
$10.57 - $11.67 - $12.77 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	23	10.57	11.67	12.77		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	386	10.44	11.83	12.89	4566.38	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	1	8.43	9.25	10.07	9.25	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	21	10.47	11.83	13.18	248.43	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	2	8.73	9.68	10.62	19.36	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
CONTRA COSTA COUNTY	8	10.03	11.11	12.19	88.88	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	3	8.74	9.84	10.93	29.52	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	17	9.49	10.48	11.46	178.16	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
U. C. MEDICAL CENTER S.F.	19	9.76	10.75	11.73	204.25	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	1	9.76	10.75	11.73	10.75	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 9	458		.....		5,354.98											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2426 RADIOLOGIC TECHNOLOGIST II..... *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
2202	DENTAL AIDE.....	41.0	691- 834	13	41.1	694- 838	1504-1816	21,788
2204	DENTAL HYGIENIST.....	44.5	814- 984	2	44.6	818- 989	1772-2143	25,714
2423	RADIOLOGIC TECHNOLOGIST INTERN.....	CONTRACT RATE		6	CONTRACT RATE			
2424	X-RAY LABORATORY AIDE.....	40.0	658- 796	19	40.1	661- 800	1432-1733	20,800
2425	RADIOLOGIC TECHNOLOGIST I.....	44.5	814- 984	19	44.6	818- 989	1772-2143	25,714
*2426	RADIOLOGIC TECHNOLOGIST II.....	45.3	846-1022	23	45.4	850-1027	1842-2225	26,702
2427	RADIOLOGIC TECHNOLOGIST III.....	46.5	895-1083	4	46.6	899-1088	1948-2357	28,288
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I...	47.8	952-1152	7	47.9	956-1158	2071-2509	30,108
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II..	49.3	1022-1237	2	49.4	1027-1243	2225-2693	32,318
2430	MEDICAL EVALUATIONS ASSISTANT	41.0	691- 834	3	41.1	694- 838	1504-1816	21,788
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....	50.8	1099-1329	1	50.9	1104-1336	2392-2895	34,736
2432	ELECTROCARDIOGRAPH TECHNICIAN.....	42.5	742- 895	5	42.6	745- 899	1614-1948	23,374
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN....	44.5	814- 984	1	44.6	818- 989	1772-2143	25,714
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....	44.0	796- 961	1	44.1	800- 966	1733-2093	25,116
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II.....	45.0	834-1008	1	45.1	838-1013	1816-2195	26,338

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 107

SAE750 2444 CLINICAL LABORATORY TECHNOLOGIST.....

1983-84 SALARY SCHEDULE 48.1 APPROX $2093 - $2312 - $2532 MO.
$12.07 - $13.34 - $14.61 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	12.07	13.34	14.61		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	699	13.22	13.76	14.84	9618.24	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	3	10.54	11.32	12.10	33.96	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	33	12.49	13.67	14.85	451.11	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	15	10.15	11.25	12.34	168.75	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	9	10.54	11.86	13.18	106.74	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	38	11.24	12.45	13.66	473.10	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
U. C. MEDICAL CENTER S.F.	150	11.47	12.64	13.81	1896.00	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	7	11.47	12.64	13.81	88.48	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 8	954		.....		12,836.38											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2444 CLINICAL LABORATORY TECHNOLOGIST..... *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		47.5	938-1136	2	47.7	947-1147	2052-2485	29,822
*2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	48.1	966-1169	5	48.3	975-1180	2113-2557	30,680
2446	SR CLINICAL LABORATORY TECHNOLOGIST.....	Z	51.1	1114-1349	1	51.3	1125-1362	2438-2951	35,412
2447	TECH INSTRUCT ASST, CHEMISTRY/BIOLOGY...		40.6	677- 818	2	40.8	684- 826	1482-1790	21,476
2456	ASSISTANT TOXICOLOGIST.....	Z	50.0	1057-1279	2	50.2	1067-1291	2312-2797	33,566
2462	MICROBIOLOGIST.....	Z	48.1	966-1169	8	48.3	975-1180	2113-2557	30,680
2464	SENIOR MICROBIOLOGIST.....	Z	51.1	1114-1349	5	51.3	1125-1362	2438-2951	35,412
2465	VIROLOGIST.....	Z	54.1	1285-1558	1	54.3	1298-1573	2812-3408	40,898
2466	CHIEF MICROBIOLOGIST.....	Z	55.1	1349-1634	1	55.3	1362-1650	2951-3575	42,900
2471	WATER QUALITY CHEMIST.....	Z	47.5	938-1136	29	47.7	947-1147	2052-2485	29,822
2472	SENIOR WATER CHEMIST.....	Z	51.7	1147-1388	2	51.9	1158-1401	2509-3036	36,426
2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	52.0	1163-1407	6	52.2	1174-1421	2544-3079	36,946
2484	JUNIOR PUBLIC HEALTH CHEMIST.....	Z	44.0	796- 961	0	44.2	803- 970	1740-2102	25,220
2486	PUBLIC HEALTH CHEMIST I.....	Z	46.5	895-1083	5	46.7	903-1093	1957-2368	28,418
2488	PUBLIC HEALTH CHEMIST II.....	Z	49.0	1008-1220	1	49.2	1018-1232	2206-2669	32,032
2490	PUBLIC HEALTH CHEMIST III.....	Z	53.5	1249-1513	1	53.7	1261-1528	2732-3311	39,728
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES....	Z	58.3	1573-1909	1	58.5	1588-1927	3441-4175	50,102
6106	SANITARY ENGINEERING TECHNICIAN.....		45.0	834-1008	22	45.2	842-1018	1824-2206	26,468

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 94

SAE750 2450 PHARMACIST.....

1983-84 SALARY SCHEDULE 51.9 APPROX $2509 - $2772 - $3035 MO.
$14.47 - $15.99 - $17.51 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	30	14.47	15.99	17.51		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	202	16.25	16.94	17.99	3421.88	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	5	13.93	14.61	15.29	73.05	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	54	11.79	13.56	15.32	732.24	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	15	13.43	14.83	16.23	222.45	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	9	13.61	14.31	15.01	128.79	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	6	12.80	14.40	16.00	86.40	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	20	14.45	15.97	17.49	319.40	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
U. C. MEDICAL CENTER S.F.	10	15.18	16.33	17.48	163.30	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	2	15.18	16.33	17.48	32.66	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 9	323		.....		5,180.17											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2450 PHARMACIST *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	BUD POS	1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
*2450	PHARMACIST	Z	51.9	1158-1401	30	52.0	1163-1407	2520-3049	36,582
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP.	Z	53.9	1273-1543	1	54.0	1279-1550	2771-3358	40,300
2452	DIRECTOR OF PHARMACEUTICAL SERVICES	Z	55.9	1401-1698	1	56.0	1407-1706	3049-3696	44,356
2453	SUPERVISING PHARMACIST	Z	53.7	1261-1528	6	53.8	1267-1535	2745-3326	39,910
2454	CLINICAL PHARMACIST		54.9	1336-1618	7	55.0	1342-1626	2908-3523	42,276

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 45

SAE750 2556 PHYSICAL THERAPIST.....

1983-84 SALARY SCHEDULE 46.4 APPROX $1930 - $2133 - $2335 MO.
$11.13 - $12.30 - $13.47 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH VAC MO EMPL	MO FAMILY	1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	11.13	12.30	13.47		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	183	11.54	12.53	13.22	2292.99	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	2	9.18	10.11	11.03	20.22	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	14	9.74	11.20	12.66	156.80	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	9	10.53	11.60	12.66	104.40	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	10	11.37	11.96	12.54	119.60	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	1	10.03	11.06	12.08	11.06	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	2	9.97	11.22	12.46	22.44	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	8	10.67	11.78	12.89	94.24	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
U. C. MEDICAL CENTER S.F.	9	10.45	11.52	12.58	103.68	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
TOTALS 9	238		.....		2,925.43											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2556 PHYSICAL THERAPIST *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2538	AUDIOMETRIST	Z	48.2	970-1174	3	48.2	970-1174	2102-2544	30,524
2540	AUDIOLOGIST	Z	50.2	1067-1291	0	50.2	1067-1291	2312-2797	33,566
2542	SPEECH PATHOLOGIST	Z	49.7	1042-1261	4	49.7	1042-1261	2258-2732	32,786
2546	HANDICRAFT INSTRUCTOR		41.1	694- 838	1	41.1	694- 838	1504-1816	21,788
2548	OCCUPATIONAL THERAPIST	Z	46.7	903-1093	16	46.7	903-1093	1957-2368	28,418
2550	SENIOR OCCUPATIONAL THERAPIST	Z	49.9	1052-1273	4	49.9	1052-1273	2279-2758	33,098
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV	Z	45.4	850-1027	6	45.4	850-1027	1842-2225	26,702
2554	PHYSICAL THERAPY AIDE		41.0	691- 834	5	41.0	691- 834	1497-1807	21,684
*2556	PHYSICAL THERAPIST	Z	46.4	891-1078	15	46.4	891-1078	1931-2336	28,028
2558	SENIOR PHYSICAL THERAPIST	Z	49.9	1052-1273	3	49.9	1052-1273	2279-2758	33,098
2561	OPTOMETRIST		55.0	1342-1626	1	55.0	1342-1626	2908-3523	42,276

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 58

SAE750 2574 CLINICAL PSYCHOLOGIST.....

1983-84 SALARY SCHEDULE 53.0 APPROX $2643 - $2921 - $3200 MO.
$15.25 - $16.85 - $18.46 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MD EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	26	15.25	16.85	18.46		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	3	13.93	14.54	15.15	43.62	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	52	16.79	19.31	21.83	1004.12	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	18	15.29	16.03	16.77	288.54	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	1	13.52	14.98	16.44	14.98	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	1	12.77	14.10	15.42	14.10	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	9	14.53	16.35	18.16	147.15	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	19	14.45	15.97	17.49	303.43	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	1	13.16	14.27	15.37	14.27	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
U. C. MEDICAL CENTER S.F.	7	14.14	15.61	17.08	109.27	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	1	14.14	15.61	17.08	15.61	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 10	112			.....	1,955.09											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2574 CLINICAL PSYCHOLOGIST.....*

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*2574	CLINICAL PSYCHOLOGIST.....	Z	53.0	1220-1477	26	53.8	1267-1535	2745-3326	39,910
2575	RESEARCH PSYCHOLOGIST.....	Z	54.5	1310-1588	0	55.3	1362-1650	2951-3575	42,900
2576	SUPERVISING CLINICAL PSYCHOLOGIST.....	Z	54.5	1310-1588	2	55.3	1362-1650	2951-3575	42,900
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR		52.0	1163-1407	1	52.8	1208-1463	2617-3170	38,038
2818	HEALTH PROGRAM PLANNER.....		49.6	1037-1255	3	50.4	1078-1304	2336-2825	33,904
2820	SENIOR HEALTH PROGRAM PLANNER.....	Z	52.6	1197-1450	4	53.4	1243-1506	2693-3263	39,156

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 36

SAE750 2604 FOOD SERVICE WORKER.....

1983-84 SALARY SCHEDULE 35.8 APPROX $1172 - $1292 - $1412 MO.
$6.76 - $7.45 - $8.15 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	137	6.76	7.45	8.15		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	64	5.87	6.33	6.79	405.12	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	116	7.86	8.52	9.17	988.32	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	84	6.83	7.29	7.74	612.36	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
SAN MATEO COUNTY	15	6.88	7.29	7.69	109.35	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	36	6.49	7.15	7.80	257.40	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
U. C. MEDICAL CENTER S.F.	75	7.23	7.54	7.84	565.50	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	96	7.23	7.54	7.84	723.84	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 7	486		.....		3,661.89											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2604 FOOD SERVICE WORKER.....*

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
*2604	FOOD SERVICE WORKER.....		35.8	541- 652	137	36.1	549- 661	1190-1432	17,186
2606	SENIOR FOOD SERVICE WORKER.....		36.8	567- 684	25	37.1	575- 694	1246-1504	18,044
2608	SUPPLY ROOM ATTENDENT.....		37.4	583- 704	1	37.7	591- 714	1281-1547	18,564
2615	SCHOOL LUNCHROOM HELPER.....		35.8	541- 652	664	36.1	549- 661	1190-1432	17,186
2618	FOOD SERVICE SUPERVISOR.....		39.6	647- 781	3	39.9	655- 792	1419-1716	20,592
2619	SENIOR FOOD SERVICE SUPERVISOR.....		41.6	710- 858	2	41.9	721- 870	1562-1885	22,620
2630	SCHOOL LUNCHROOM COOK.....		37.8	594- 717	30	38.1	602- 728	1304-1577	18,928
2632	COOK-MANAGER, ELEMENTARY SCHOOL.....		38.8	622- 752	36	39.1	631- 762	1367-1651	19,812
2634	COOK-MANAGER, SECONDARY SCHOOL.....		41.7	714- 862	31	42.0	724- 874	1569-1894	22,724
2650	ASSISTANT COOK.....		38.8	622- 752	8	39.1	631- 762	1367-1651	19,812
2652	BAKER.....		43.3	769- 929	1	43.6	781- 943	1692-2043	24,518
2654	COOK.....		41.8	717- 866	28	42.1	728- 878	1577-1902	22,828
2656	CHEF.....		46.3	887-1073	12	46.6	899-1088	1948-2357	28,288
2660	ADMINISTRATIVE CHEF.....	Z	52.2	1174-1421	1	52.5	1191-1443	2581-3127	37,518
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT.		37.3	580- 701	94	37.6	589- 710	1276-1538	18,460
2674	CHILDREN'S CENTER HOUSEPARENT.....		38.8	622- 752	18	39.1	631- 762	1367-1651	19,812
7350	MEAT CUTTER		44.3	807- 975	1	44.6	818- 989	1772-2143	25,714
7351	HEAD MEAT CUTTER.....		46.3	887-1073	1	46.6	899-1088	1948-2357	28,288

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 1093

SAE750 2624 DIETITIAN.....

1983-84 SALARY SCHEDULE 44.1 APPROX $1733 - $1913 - $2093 MO.
$10.00 - $11.03 - $12.07 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	14	10.00	11.03	12.07		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	3	8.79	9.67	10.54	29.01	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	17	11.20	11.93	12.65	202.81	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	5	10.62	11.14	11.66	55.70	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	3	9.16	10.15	11.13	30.45	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	2	10.45	11.76	13.06	23.52	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	8	10.67	11.78	12.89	94.24	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
U. C. MEDICAL CENTER S.F.	10	10.45	11.52	12.58	115.20	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	2	10.45	11.52	12.58	23.04	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	8	50	.....		573.97											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2624 DIETITIAN *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*2624	DIETITIAN	Z	44.1	800- 966	14	45.0	834-1008	1807-2184	26,208
2626	CHIEF DIETITIAN	Z	46.6	899-1088	2	47.5	938-1136	2032-2461	29,536
2636	SCHOOL LUNCHROOM AREA SUPERVISOR	Z	47.6	943-1141	5	48.5	984-1191	2132-2581	30,966
2637	FOOD SERVICE ASSISTANT SUPERVISOR	Z	50.6	1088-1316	1	51.5	1136-1375	2461-2979	35,750
2638	DIRECTOR OF FOOD SERVICES, SFUSD	Z	54.8	1329-1611	1	55.7	1388-1682	3007-3644	43,732
2846	NUTRITIONIST	Z	45.1	838-1013	2	46.0	874-1057	1894-2290	27,482

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 25

SAE750 2708 CUSTODIAN.....

1983-84 SALARY SCHEDULE 37.4 APPROX $1263 - $1394 - $1525 MO.
$7.28 - $8.04 - $8.80 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	782	7.28	8.04	8.80		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	9593	6.34	8.13	9.69	77991.09	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	285	5.99	6.45	6.91	1838.25	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	150	7.41	8.03	8.65	1204.50	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	303	7.86	8.52	9.17	2581.56	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	9	7.03	7.69	8.34	69.21	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	58	7.22	7.59	7.96	440.22	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	12	6.72	7.04	7.35	84.48	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	84	6.66	7.49	8.32	629.16	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	136	6.49	7.15	7.80	972.40	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	6	7.96	8.21	8.46	49.26	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	6	7.62	8.45	9.27	50.70	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF DALY CITY	5	7.71	8.55	9.38	42.75	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF OAKLAND	51	7.95	8.38	8.80	427.38	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	63	7.35	8.14	8.93	512.82	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN MATEO	4	7.62	8.15	8.67	32.60	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SANTA CLARA	3	8.45	9.38	10.31	28.14	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	14	10.07	10.07	10.07	140.98	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	111	6.28	6.62	6.95	734.82	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	221	6.84	7.43	8.02	1642.03	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	38	6.84	7.43	8.02	282.34	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 20	11,138		.....		89,613.71											
FLAT RATE TOTALS	14		.....		140.98											
COMBINED TOTAL	11,152															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.05 HR. 1395 MO. *
* RATE RANGE 7.25 TO 8.86 HR. 1256 TO 1535 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 10.07 TO 10.07 HR. 1745 TO 1745 MO. *

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2708 CUSTODIAN *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2702	DRESSING ROOM ATTENDANT		5.26 HR	0		5.29 HR		
2706	HOUSEKEEPER	34.6	512- 617	3	34.7	514- 620	1114-1343	16,120
*2708	CUSTODIAN	37.4	583- 704	782	37.5	586- 707	1270-1532	18,382
2716	CUSTODIAL ASSISTANT SUPERVISOR	39.4	641- 773	49	39.5	644- 777	1395-1684	20,202
2718	CUSTODIAL SUPERVISOR I	41.4	704- 850	26	41.5	707- 854	1532-1850	22,204
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR	43.4	773- 934	4	43.5	777- 938	1684-2032	24,388
2720	JANITORIAL SERVICES SUPERVISOR	45.4	850-1027	3	45.5	854-1032	1850-2236	26,832
2727	SCHOOL CUSTODIAN SUPERVISOR I	41.4	704- 850	17	41.5	707- 854	1532-1850	22,204
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I	43.7	785- 947	12	43.8	788- 952	1707-2063	24,752
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II	46.2	882-1067	1	46.3	887-1073	1922-2325	27,898
2736	PORTER	37.4	583- 704	230	37.5	586- 707	1270-1532	18,382
2738	PORTER ASSISTANT SUPERVISOR	39.4	641- 773	7	39.5	644- 777	1395-1684	20,202
2740	PORTER SUPERVISOR I	41.4	704- 850	12	41.5	707- 854	1532-1850	22,204
2742	GENERAL SERVICES SUPERVISOR	42.5	742- 895	1	42.6	745- 899	1614-1948	23,374
2785	ASSISTANT GENERAL SERVICES MANAGER	47.4	934-1131	3	47.5	938-1136	2032-2461	29,536
2786	GENERAL SERVICES MANAGER	52.0	1163-1407	3	52.1	1169-1414	2533-3064	36,764
7392	WINDOW CLEANER	43.8	788- 952	1	43.9	792- 956	1716-2071	24,856
7450	SHADE AND DRAPERY WORKER	41.8	717- 866	6	41.9	721- 870	1562-1885	22,620
7451	SENIOR SHADE AND DRAPERY WORKER	43.8	788- 952	1	43.9	792- 956	1716-2071	24,856
7524	INSTITUTION UTILITY WORKER	37.6	589- 710	5	37.7	591- 714	1281-1547	18,564
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR	47.2	925-1120	1	47.3	929-1125	2013-2438	29,250

NUMBER OF CLASSES THIS BENCHMARK..... 21
NUMBER OF POSITIONS THIS BENCHMARK..... 1167

SAE750 2760 LAUNDRY WORKER.....

1983-84 SALARY SCHEDULE 35.1 APPROX $1135 - $1251 - $1367 MO.
$6.55 - $7.21 - $7.88 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	54	6.55	7.21	7.88		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	16	5.87	6.33	6.79	101.28	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	24	7.41	8.03	8.65	192.72	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	21	6.56	7.17	7.78	150.57	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
SANTA CLARA COUNTY	23	6.49	7.15	7.80	164.45	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
U. C. MEDICAL CENTER S.F.	7	7.23	7.54	7.84	52.78	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. MEDICAL CENTER S.F.	17	7.52	7.86	8.19	133.62	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
TOTALS	6	108	.....		795.42											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 7.37 HR. 1277 MO. *
* RATE RANGE 6.63 TO 8.11 HR. 1149 TO 1405 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2760 LAUNDRY WORKER *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*2760	LAUNDRY WORKER	35.1	524- 631	54	35.6	536- 647	1161-1402	16,822
2770	SENIOR LAUNDRY WORKER	36.1	549- 661	22	36.6	562- 677	1218-1467	17,602
2772	SEWING TECHNICIAN	35.6	536- 647	6	36.1	549- 661	1190-1432	17,186
2774	SENIOR SEWING TECHNICIAN	38.6	617- 745	2	39.1	631- 762	1367-1651	19,812
2780	LAUNDRY WORKER SUPERVISOR	41.1	694- 838	3	41.6	710- 858	1538-1859	22,308
2782	LAUNDRY SUPERINTENDENT	45.3	846-1022	3	45.8	866-1047	1876-2269	27,222

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 90

SAE750 2903 ELIGIBILITY WORKER.....

1983-84 SALARY SCHEDULE 38.7 APPROX $1343 - $1482 - $1620 MO.
$7.75 - $8.55 - $9.35 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	191	7.75	8.55	9.35		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
ALAMEDA COUNTY	588	7.99	8.73	9.46	5133.24	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	128	7.39	8.19	8.99	1048.32	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	51	6.95	7.67	8.38	391.17	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	79	7.48	8.42	9.35	665.18	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	190	7.98	8.80	9.62	1672.00	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
TOTALS 5	1,036		.....		8,909.91											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2903 ELIGIBILITY WORKER.....*

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1487	FINANCIAL AIDS ASSISTANT.....		40.6	677- 818	9	40.8	684- 826	1482-1790	21,476
*2903	ELIGIBILITY WORKER.....		38.7	620- 748	191	38.9	625- 755	1354-1636	19,630
2905	SENIOR ELIGIBILITY WORKER.....	Z	40.7	681- 822	227	40.9	688- 830	1491-1798	21,580
2907	ELIGIBILITY WORKER SUPERVISOR.....		43.5	777- 938	59	43.7	785- 947	1701-2052	24,622
2908	HOSPITAL ELIGIBILITY WORKER.....		41.5	707- 854	43	41.7	714- 862	1547-1868	22,412
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....		47.2	925-1120	8	47.4	934-1131	2024-2451	29,406
2911	ELIGIBILITY APPEALS SPECIALIST.....	Z	43.5	777- 938	10	43.7	785- 947	1701-2052	24,622
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR....	Z	48.2	970-1174	10	48.4	979-1185	2121-2568	30,810

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 557

SAE750 2910 SOCIAL WORKER.....

1983-84 SALARY SCHEDULE 43.1 APPROX $1651 - $1822 - $1993 MO.
$9.52 - $10.51 - $11.50 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	102	9.52	10.51	11.50		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
ALAMEDA COUNTY	70	9.46	10.37	11.27	725.90	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	4	8.56	9.49	10.41	37.96	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
CONTRA COSTA COUNTY	39	9.55	10.65	11.75	415.35	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	25	9.18	10.14	11.10	253.50	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	0	9.32	9.87	10.42	0.00	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SAN MATEO COUNTY	27	9.84	11.07	12.30	298.89	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	81	10.32	11.40	12.47	923.40	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
TOTALS 7	246		.....		2,655.00											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.79 HR. 1870 MO. *
* RATE RANGE 9.71 TO 11.87 HR. 1683 TO 2057 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2910 SOCIAL WORKER *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2566	REHABILITATION COUNSELOR	Z	46.4	891-1078	6	47.0	916-1109	1985-2403	28,834
2904	SOCIAL SERVICE TECHNICIAN		38.4	611- 738	1	39.0	628- 758	1361-1642	19,708
2906	SOCIAL WORKER TRAINEE	Z		731- 731	0		753- 753	1632-1632	19,578
*2910	SOCIAL WORKER	Z	43.1	762- 920	102	43.7	785- 947	1701-2052	24,622
2912	SENIOR SOCIAL WORKER	Z	44.6	818- 989	38	45.2	842-1018	1824-2206	26,468
2914	SOCIAL WORK SUPERVISOR	Z	47.6	943-1141	18	48.2	970-1174	2102-2544	30,524
2920	MEDICAL SOCIAL WORKER	Z	48.1	966-1169	38	48.7	994-1203	2154-2607	31,278
2922	SENIOR MEDICAL SOCIAL WORKER	Z	50.1	1062-1285	4	50.7	1093-1323	2368-2867	34,398
2924	MEDICAL SOCIAL WORK SUPERVISOR	Z	51.3	1125-1362	4	51.9	1158-1401	2509-3036	36,426
2925	CHIEF, MEDICAL SOCIAL SERVICES	Z	53.3	1237-1499	1	53.9	1273-1543	2758-3343	40,118
2930	PSYCHIATRIC SOCIAL WORKER	Z	48.1	966-1169	51	48.7	994-1203	2154-2607	31,278
2932	SENIOR PSYCHIATRIC SOCIAL WORKER	Z	50.1	1062-1285	18	50.7	1093-1323	2368-2867	34,398
2934	CHIEF PSYCHIATRIC SOCIAL WORKER	Z	53.1	1226-1484	0	53.7	1261-1528	2732-3311	39,728
2940	CHILD WELFARE WORKER	Z	48.1	966-1169	68	48.7	994-1203	2154-2607	31,278
2942	SENIOR CHILD WELFARE WORKER	Z	50.1	1062-1285	11	50.7	1093-1323	2368-2867	34,398
2944	CHILD WELFARE SUPERVISOR	Z	51.6	1141-1381	13	52.2	1174-1421	2544-3079	36,946
2948	SENIOR SOCIAL SERVICE SUPERVISOR	Z	52.6	1197-1450	0	53.2	1232-1491	2669-3231	38,766
2950	SOCIAL SERVICE DIVISION SUPERVISOR	Z	54.1	1285-1558	0	54.7	1323-1603	2867-3473	41,678
2951	COMMUNITY SERVICES COORDINATOR	Z	53.6	1255-1520	0	54.2	1291-1565	2797-3391	40,690
2969	ASST DIRECTOR, SOC SERVICES PROGRAMS	Z	55.6	1381-1674	8	56.2	1421-1723	3079-3733	44,798
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS	Z	57.8	1535-1862	0	58.4	1580-1918	3423-4156	49,868
2994	HOMEMAKER		35.3	529- 638	16	35.9	544- 655	1179-1419	17,030
9971	COMMUNITY WORKER		38.4	611- 738	7	39.0	628- 758	1361-1642	19,708

NUMBER OF CLASSES THIS BENCHMARK..... 23
NUMBER OF POSITIONS THIS BENCHMARK..... 404

SAE750 3284 RECREATION DIRECTOR.....

1983-84 SALARY SCHEDULE 41.8 APPROX $1553 - $1714 - $1876 MO.
$8.96 - $9.89 - $10.82 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	75	8.96	9.89	10.82		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
CITY OF FREMONT	2	9.07	10.00	10.93	20.00	40.0	11	Y	Y	12	Y	N	18%	51	147	12-15-18-21
CITY OF OAKLAND	13	10.05	10.59	11.13	137.67	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
LOS ANGELES COUNTY	34	9.23	10.37	11.50	352.58	40.0	11	Y	Y	12	Y	N	6%	188	188	10-15-20-20
CITY OF LOS ANGELES	61	8.99	10.08	11.17	614.88	40.0	12	N	N	12	Y	N	17%	70	180	10-15-20-20
CITY OF SAN DIEGO	17	8.17	9.84	9.84	167.28	40.0	9	Y	Y	17	N	N	3%	30	0	17- 0- 0- 0
TOTALS 5	127	.....			1,292.41											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.18 HR. 1764 MO.
RATE RANGE 9.16 TO 11.20 HR. 1587 TO 1941 MO.

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	BUD POS	1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO		38.3	608- 735	3	39.0	628- 758	1361-1642	19,708
1927	TECH INSTRUCT ASST, PHYSICAL EDUCATION..		37.5	586- 707	1	38.2	605- 731	1311-1584	19,006
3115	EXEC ASST TO GEN MANAGER, REC AND PARK..	Z	55.0	1342-1626	0	55.7	1388-1682	3007-3644	43,732
3202	LOCKER ROOM ATTENDANT.....		27.5	370- 444	0	28.2	383- 458	830- 992	11,908
3204	SWIMMING POOL CASHIER - CLERK.....		36.0	546- 658	6	36.7	565- 681	1224-1476	17,706
3208	POOL LIFEGUARD.....		36.2	552- 664	6	36.9	570- 688	1235-1491	17,888
3210	ATHLETIC ATTENDANT.....			4.18 HR	0		4.33 HR		
3212	SWIMMING INSTRUCTOR.....		40.0	658- 796	0	40.7	681- 822	1476-1781	21,372
3214	SENIOR SWIMMING INSTRUCTOR.....		43.8	788- 952	8	44.5	814- 984	1764-2132	25,584
3216	ASSISTANT AQUATICS SUPERVISOR.....		45.7	862-1042	1	46.4	891-1078	1931-2336	28,028
3226	GOLF COURSE STARTER.....		38.0	599- 724	2	38.7	620- 748	1343-1621	19,448
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS...	Z	49.0	1008-1220	0	49.7	1042-1261	2258-2732	32,786
3232	MARINA ASSISTANT MANAGER.....		41.5	707- 854	4	42.2	731- 882	1584-1911	22,932
3234	MARINA MANAGER.....		46.0	874-1057	1	46.7	903-1093	1957-2368	28,418
3238	DANCE INSTRUCTOR.....	Z	41.8	717- 866	7	42.5	742- 895	1608-1939	23,270
3240	DRAMA INSTRUCTOR.....	Z	41.8	717- 866	0	42.5	742- 895	1608-1939	23,270
3248	PIANIST.....	Z	45.6	858-1037	1	46.3	887-1073	1922-2325	27,898
3250	ORCHESTRA INSTRUCTOR.....	Z	41.8	717- 866	1	42.5	742- 895	1608-1939	23,270
3256	PHOTOGRAPHY INSTRUCTOR.....	Z	41.8	717- 866	9	42.5	742- 895	1608-1939	23,270
3257	SENIOR PHOTOGRAPHY INSTRUCTOR.....	Z	43.8	788- 952	1	44.5	814- 984	1764-2132	25,584
3258	PHOTOGRAPHY DIRECTOR.....	Z	47.8	952-1152	1	48.5	984-1191	2132-2581	30,966
3260	CRAFTS INSTRUCTOR.....	Z	41.8	717- 866	0	42.5	742- 895	1608-1939	23,270
3262	CURATOR OF ARTS AND CRAFTS, JR MUSEUM...	Z	46.0	874-1057	0	46.7	903-1093	1957-2368	28,418
3264	CAMP ASSISTANT.....			334- 334	0		346- 346	750- 750	8,996
3266	CAMP MANAGER.....			774- 774	0		801- 801	1736-1736	20,826
3280	ASST RECREATION DIRECTOR (PART TIME)....			6.72 HR	1		6.96 HR		
*3284	RECREATION DIRECTOR.....	Z	41.8	717- 866	75	42.5	742- 895	1608-1939	23,270
3285	JUNIOR MUSEUM DIRECTOR.....	Z	47.8	952-1152	1	48.5	984-1191	2132-2581	30,966
3287	ASSISTANT RECREATION SUPERVISOR.....	Z	46.0	874-1057	17	46.7	903-1093	1957-2368	28,418
3289	RECREATION SUPERVISOR.....	Z	47.8	952-1152	7	48.5	984-1191	2132-2581	30,966
3291	PRINCIPAL RECREATION SUPERVISOR.....	Z	50.8	1099-1329	7	51.5	1136-1375	2461-2979	35,750
3292	ASSISTANT SUPERINTENDENT, RECREATION....	Z	54.8	1329-1611	3	55.5	1375-1666	2979-3610	43,316
3301	VENDOR HELPER.....			4.18 HR	0		4.33 HR		
3302	VENDOR.....		42.0	453- 546	7	32.7	469- 565	1016-1224	14,690
3305	RIDES ATTENDANT HELPER.....			4.18 HR	0		4.33 HR		
3306	RIDES ATTENDANT.....		42.0	453- 546	2	32.7	469- 565	1016-1224	14,690
3530	ORGANIST.....			IDA	0		105 DA		

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR..... *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
3536	TECH INSTRUCT ASST, PERFORMING ARTS.....	39.6	647- 781	2	40.3	668- 807	1447-1749	20,982
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR..	43.5	777- 938	3	44.2	803- 970	1740-2102	25,220
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM... Z	46.0	874-1057	2	46.7	903-1093	1957-2368	28,418
7359	PIANO TUNER.....	11.15 HR		1	11.54 HR			

NUMBER OF CLASSES THIS BENCHMARK..... 41
NUMBER OF POSITIONS THIS BENCHMARK..... 180

SAE750 3450 AGRICULTURAL INSPECTOR.....

1983-84 SALARY SCHEDULE 43.7 APPROX $1700 - $1876 - $2051 MO.
$9.81 - $10.82 - $11.83 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	3	9.81	10.82	11.83		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
ALAMEDA COUNTY	0	9.56	10.52	11.48	0.00	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	2	9.04	10.01	10.98	20.02	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
CONTRA COSTA COUNTY	5	10.22	11.32	12.42	56.60	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	2	9.48	10.44	11.39	20.88	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	8	9.86	11.10	12.33	88.80	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SAN MATEO COUNTY	1	8.82	9.92	11.02	9.92	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	1	8.93	9.85	10.77	9.85	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
TOTALS	7	19	.....		206.07											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3450 AGRICULTURAL INSPECTOR.....*

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*3450	AGRICULTURAL INSPECTOR.....	43.7	785- 947	3	43.8	788- 952	1707-2063	24,752
6220	INSPECTOR OF WEIGHTS AND MEASURES.....	43.7	785- 947	3	43.8	788- 952	1707-2063	24,752

NUMBER OF CLASSES THIS BENCHMARK..... 2
NUMBER OF POSITIONS THIS BENCHMARK..... 6

SAE750 3542 CURATOR II.....

1983-84 SALARY SCHEDULE 46.4 APPROX $1930 - $2133 - $2335 MO.
$11.13 - $12.30 - $13.47 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	2	11.13	12.30	13.47		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
CITY OF OAKLAND	7	11.66	12.28	12.89	85.96	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
LOS ANGELES COUNTY	2	10.83	12.16	13.49	24.32	40.0	11	Y	Y	12	Y	N	6%	188	188	10-15-20-20
TOTALS	2	9	.....		110.28											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.25 HR. 2123 MO.
RATE RANGE 11.03 TO 13.48 HR. 1911 TO 2336 MO.

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3542 CURATOR II *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
3502	MUSEUM EXHIBIT PACKER AND REPAIRER		42.8	752- 908	1	42.8	752- 908	1629-1967	23,608
3520	MUSEUM PREPARATOR		42.8	752- 908	1	42.8	752- 908	1629-1967	23,608
3522	SENIOR MUSEUM PREPARATOR		44.6	818- 989	1	44.6	818- 989	1772-2143	25,714
3524	PRINCIPAL MUSEUM PREPARATOR		48.1	966-1169	0	48.1	966-1169	2093-2533	30,394
3525	CHIEF MUSEUM PREPARATOR		50.1	1062-1285	0	50.1	1062-1285	2301-2784	33,410
3526	MUSEUM CONSERVATOR ASSISTANT		42.1	728- 878	0	42.1	728- 878	1577-1902	22,828
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)		45.9	870-1052	1	45.9	870-1052	1885-2279	27,352
3528	MUSEUM CONSERVATOR		53.5	1249-1513	3	53.5	1249-1513	2706-3278	39,338
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS)	Z	53.5	1249-1513	1	53.5	1249-1513	2706-3278	39,338
3540	CURATORIAL AIDE		35.9	544- 655	4	35.9	544- 655	1179-1419	17,030
3541	CURATOR I	Z	42.2	731- 882	5	42.2	731- 882	1584-1911	22,932
*3542	CURATOR II	Z	46.4	891-1078	2	46.4	891-1078	1931-2336	28,028
3544	CURATOR III	Z	50.0	1057-1279	1	50.0	1057-1279	2290-2771	33,254
3546	CURATOR IV	Z	53.4	1243-1506	4	53.4	1243-1506	2693-3263	39,156
3547	CURATOR V	Z	57.0	1477-1791	2	57.0	1477-1791	3200-3881	46,566
3550	MUSEUM EXHIBITION DESIGNER	Z	50.4	1078-1304	0	50.4	1078-1304	2336-2825	33,904
3556	MUSEUM REGISTRAR		46.4	891-1078	3	46.4	891-1078	1931-2336	28,028
9912	PUBLIC SERVICE AIDE-TECHNICAL			458- 458	0		458- 458	992- 992	11,908

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 29

SAE750 3593 INSTRUCTIONAL AIDE I.....

1983-84 SALARY SCHEDULE 29.3 APPROX $871 - $957 - $1044 MO.
$5.02 - $5.52 - $6.02 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	..... FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	495	5.02	5.52	6.02		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
OAKLAND CITY SCHOOL DIST.	527	4.85	5.95	7.05	3135.65	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
SANTA CLARA SCHOOL DIST.	250	5.54	6.27	7.00	1567.50	37.5	14	Y	N	12	Y	Y	0%	0	0	0- 0- 0- 0
LOS ANGELES UNIF SCHOOL DIST	3448	4.84	5.43	6.01	18722.64	40.0	11	Y	N	13	Y	Y	12%	156	156	10-15-16-20
SAN DIEGO UNIF SCHOOL DIST.	642	4.79	5.31	5.82	3409.02	40.0	13	Y	N	12	Y	Y	12%	153	153	10-16-20-20
SACRAMENTO UNIF SCHOOL DIST	31	5.00	5.48	5.96	169.88	40.0	17	Y	N	12	Y	Y	12%	135	296	15-15-20-20
TOTALS	5	4.898	.....		27,004.69											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3593 INSTRUCTIONAL AIDE I..... *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
3590	TECH INSTRUCT ASST, ENGLISH READER.....		5.73 HR	0		5.73 HR		
3591	COLLEGE AIDE.....		4.14 HR	0		4.14 HR		
*3593	INSTRUCTIONAL AIDE I.....	29.3	402- 482	495	29.3	402- 482	871-1044	12,532
3594	INSTRUCTIONAL AIDE II.....	33.8	494- 594	169	33.8	494- 594	1070-1287	15,444
3596	SCHOOL SECURITY AIDE.....	33.8	494- 594	10	33.8	494- 594	1070-1287	15,444
3597	SCHOOL AIDE II.....	28.5	388- 465	0	28.5	388- 465	841-1008	12,090
3598	SCHOOL AIDE III.....	32.9	473- 570	0	32.9	473- 570	1025-1235	14,820
3599	TECH INSTRUCT ASST, GUIDANCE AIDE.....	33.6	489- 589	1	33.6	489- 589	1060-1276	15,314
9914	PUBLIC SERVICE AIDE-ADMINISTRATION.....		496- 496	0		496- 496	1075-1075	12,896
9976	COMMUNITY RELATIONS SPECIALIST SFUSD.... Z	38.6	617- 745	1	38.6	617- 745	1337-1614	19,370

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 676

SAE750 3630 LIBRARIAN I.....

1983-84 SALARY SCHEDULE 44.7 APPROX $1781 - $1967 - $2153 MO.
$10.27 - $11.35 - $12.42 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	60	10.27	11.35	12.42		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	2	10.30	11.35	12.40	22.70	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	0	9.77	10.49	11.20	0.00	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
ALAMEDA COUNTY	34	10.89	11.71	12.52	398.14	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	6	10.15	11.24	12.33	67.44	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
CONTRA COSTA COUNTY	9	8.82	9.78	10.73	88.02	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	2	8.42	9.28	10.13	18.56	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	11	8.74	9.84	10.93	108.24	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	2	9.36	10.33	11.30	20.66	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
SANTA CLARA COUNTY	10	10.28	11.35	12.41	113.50	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	5	9.63	10.31	10.98	51.55	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF BERKELEY	12	11.46	11.46	11.46	137.52	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF DALY CITY	1	9.15	10.13	11.11	10.13	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF DALY CITY	2	9.66	10.71	11.76	21.42	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF HAYWARD	6	9.91	10.96	12.01	65.76	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	20	11.13	11.73	12.32	234.60	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	4	11.18	12.39	13.59	49.56	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN JOSE	26	11.97	13.26	14.55	344.76	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN MATEO	0	9.25	10.15	11.04	0.00	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SAN MATEO	4	10.22	11.20	12.18	44.80	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SANTA CLARA	7	11.26	12.46	13.65	87.22	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SANTA CLARA	3	13.02	14.42	15.81	43.26	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	6	10.57	11.71	12.85	70.26	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
U. C. BERKELEY	10	8.84	10.08	11.31	100.80	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 23	170				1,961.38											
FLAT RATE TOTALS	12				137.52											
COMBINED TOTAL	182															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.54 HR. 2000 MO. *
* RATE RANGE 10.39 TO 12.69 HR. 1800 TO 2199 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 11.46 TO 11.46 HR. 1986 TO 1986 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 10.45 TO 12.61 HR. 1811 TO 2185 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3630 LIBRARIAN I *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
3538	TECH INSTRUCT ASST, LANGUAGE LAB.....		40.3	668- 807	2	40.6	677- 818	1467-1772	21,268
3602	LIBRARY PAGE.....		32.9	473- 570	14	33.2	480- 578	1040-1252	15,028
3610	LIBRARY ASSISTANT.....		37.4	583- 704	7	37.7	591- 714	1281-1547	18,564
3616	LIBRARY TECHNICAL ASSISTANT I.....		40.9	688- 830	90	41.2	697- 842	1510-1824	21,892
3618	LIBRARY TECHNICAL ASSISTANT II.....		42.9	755- 912	18	43.2	766- 925	1660-2004	24,050
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY..		43.7	785- 947	1	44.0	796- 961	1725-2082	24,986
*3630	LIBRARIAN I.....	Z	44.7	822- 994	60	45.0	834-1008	1807-2184	26,208
3631	LIBRARIAN II FINE ARTS.....	Z	48.2	970-1174	1	48.5	984-1191	2132-2581	30,966
3632	LIBRARIAN II.....	Z	48.2	970-1174	46	48.5	984-1191	2132-2581	30,966
3633	LIBRARIAN II ASIAN ART.....	Z	48.2	970-1174	1	48.5	984-1191	2132-2581	30,966
3634	LIBRARIAN III.....	Z	51.2	1120-1355	22	51.5	1136-1375	2461-2979	35,750
3638	CHIEF LIBRARIAN.....	Z	57.2	1491-1809	3	57.5	1513-1835	3278-3976	47,710
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	54.2	1291-1565	1	54.5	1310-1588	2838-3441	41,288
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	Z	54.2	1291-1565	1	54.5	1310-1588	2838-3441	41,288
3644	CITY ARCHIVIST.....	Z	48.7	994-1203	0	49.0	1008-1220	2184-2643	31,720
3658	MEDICAL LIBRARIAN.....	Z	51.2	1120-1355	1	51.5	1136-1375	2461-2979	35,750
7416	BOOK REPAIRER.....		37.3	580- 701	3	37.6	589- 710	1276-1538	18,460
7418	SENIOR BOOK REPAIRER.....		42.8	752- 908	1	43.1	762- 920	1651-1993	23,920

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 272

SAE750 4261 REAL PROPERTY APPRAISER.....

1983-84 SALARY SCHEDULE 47.0 APPROX $1984 - $2193 - $2402 MO.
$11.45 - $12.65 - $13.86 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	14	11.45	12.65	13.86		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	0	10.54	11.61	12.68	0.00	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	36	11.35	12.47	13.58	448.92	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	19	10.66	11.81	12.96	224.39	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
CONTRA COSTA COUNTY	20	11.93	13.22	14.50	264.40	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	10	10.85	11.97	13.08	119.70	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	20	10.98	12.35	13.72	247.00	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	45	11.51	12.71	13.91	571.95	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
TOTALS 7	150		.....		1,876.36											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 4261 REAL PROPERTY APPRAISER *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
3406	LAND USE AIDE	Z	44.1	800- 966	1	44.1	800- 966	1733-2093	25,116
3484	AGRICULTURAL DIVISION LAND AGENT	Z	46.3	887-1073	1	46.3	887-1073	1922-2325	27,898
4110	RENTAL PROPERTY SUPERVISOR	Z	53.9	1273-1543	1	53.9	1273-1543	2758-3343	40,118
4130	CONVENTION FACILITIES ASSISTANT MANAGER	Z	51.5	1136-1375	1	51.5	1136-1375	2461-2979	35,750
4140	RIGHT-OF-WAY AGENT	Z	53.4	1243-1506	9	53.4	1243-1506	2693-3263	39,156
4142	SENIOR RIGHT-OF-WAY AGENT	Z	56.4	1436-1740	3	56.4	1436-1740	3111-3770	45,240
4143	PRINCIPAL RIGHT-OF-WAY-AGENT	Z	57.9	1543-1871	3	57.9	1543-1871	3343-4054	48,646
4160	REAL PROPERTY LOAN OFFICER	Z	53.4	1243-1506	6	53.4	1243-1506	2693-3263	39,156
4210	ASST CHIEF TECHNICAL AND ASSESMENT SERV	Z	50.0	1057-1279	1	50.0	1057-1279	2290-2771	33,254
4212	CHIEF, TECHNICAL AND ASSESMENT SERVICES	Z	54.0	1279-1550	1	54.0	1279-1550	2771-3358	40,300
4220	PERSONAL PROPERTY AUDITOR	Z	45.9	870-1052	26	45.9	870-1052	1885-2279	27,352
4222	SENIOR PERSONAL PROPERTY AUDITOR	Z	49.9	1052-1273	15	49.9	1052-1273	2279-2758	33,098
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR	Z	53.9	1273-1543	10	53.9	1273-1543	2758-3343	40,118
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR	Z	55.9	1401-1698	1	55.9	1401-1698	3036-3679	44,148
4226	CHIEF PERSONAL PROPERTY AUDITOR	Z	57.6	1520-1844	2	57.6	1520-1844	3293-3995	47,944
4256	REAL ESTATE ANALYST	Z	56.6	1450-1756	1	56.6	1450-1756	3142-3805	45,656
4260	REAL PROPERTY APPRAISER TRAINEE			740- 740	1		740- 740	1603-1603	19,240
*4261	REAL PROPERTY APPRAISER	Z	47.0	916-1109	14	47.0	916-1109	1985-2403	28,834
4265	SENIOR REAL PROPERTY APPRAISER	Z	50.4	1078-1304	15	50.4	1078-1304	2336-2825	33,904
4267	PRINCIPAL REAL PROPERTY APPRAISER	Z	54.4	1304-1580	4	54.4	1304-1580	2825-3423	41,080
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER	Z	56.4	1436-1740	1	56.4	1436-1740	3111-3770	45,240
4269	CHIEF APPRAISER	Z	58.6	1596-1936	1	58.6	1596-1936	3458-4195	50,336
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	54.4	1304-1580	1	54.4	1304-1580	2825-3423	41,080
5365	STREET ASSESSMENT COORDINATOR		50.0	1057-1279	1	50.0	1057-1279	2290-2771	33,254
9206	AIRPORT PROPERTY SPECIALIST I	Z	53.4	1243-1506	2	53.4	1243-1506	2693-3263	39,156
9207	AIRPORT PROPERTY SPECIALIST II	Z	56.4	1436-1740	3	56.4	1436-1740	3111-3770	45,240
9395	ASST RENTAL MANAGER, PORT OF SF		46.5	895-1083	2	46.5	895-1083	1939-2347	28,158
9396	COMMERCIAL PROPERTY MANAGER	Z	57.9	1543-1871	1	57.9	1543-1871	3343-4054	48,646

NUMBER OF CLASSES THIS BENCHMARK..... 28
NUMBER OF POSITIONS THIS BENCHMARK..... 128

SAE750 5204 ASSISTANT CIVIL ENGINEER.....

1983-84 SALARY SCHEDULE 49.9 APPROX $2279 - $2518 - $2758 MO.
$13.15 - $14.53 - $15.91 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	69	13.15	14.53	15.91		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	3640	13.80	14.63	15.80	53253.20	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	0	11.30	12.46	13.61	0.00	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	18	9.74	11.20	12.66	201.60	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	55	11.79	13.56	15.32	745.80	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	26	12.41	13.40	14.38	348.40	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	3	14.00	10.51	7.02	31.53	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	11	11.94	13.17	14.40	144.87	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	19	11.86	13.35	14.83	253.65	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	4	12.46	13.80	15.14	55.20	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	1	12.39	13.67	14.94	13.67	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	9	13.63	15.10	16.56	135.90	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF DALY CITY	2	12.54	13.89	15.24	27.78	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF FREMONT	1	12.35	13.69	15.02	13.69	40.0	11	Y	Y	12	Y	N	18%	51	147	12-15-18-21
CITY OF HAYWARD	1	12.33	13.66	14.99	13.66	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	11	15.13	15.92	16.70	175.12	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	19	13.13	14.54	15.95	276.26	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN MATEO	3	13.65	14.96	16.27	44.88	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SANTA CLARA	6	14.89	16.50	18.10	99.00	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	2	12.87	14.26	15.65	28.52	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	21	15.39	16.26	17.13	341.46	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
TOTALS	20	3.852			56,204.19											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER.....*

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
2480	SUPV OF LAB, WATER POLLUTION CONTROL....	Z	58.4	1580-1918	1	58.5	1588-1927	3441-4175	50,102
3535	RADIO ANNOUNCER - OPERATOR.....		40.0	658- 796	2	40.1	661- 800	1432-1733	20,800
5120	CHIEF ADMINISTRATOR.....	Z	53.3	1237-1499	4	53.4	1243-1506	2693-3263	39,156
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT...	Z	58.4	1580-1918	5	58.5	1588-1927	3441-4175	50,102
5133	ASSOC MGR,BUR OF WATER POLLUTION CONTROL	Z	59.9	1698-2063	2	60.0	1706-2074	3696-4494	53,924
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS....	Z	59.1	1634-1985	1	59.2	1642-1994	3558-4320	51,844
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	54.0	1279-1550	1	54.1	1285-1558	2784-3376	40,508
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	57.0	1477-1791	1	57.1	1484-1800	3215-3900	46,800
5156	DIVISION MANAGER, SUBURBAN OPERATIONS...	Z	60.5	1748-2124	1	60.6	1756-2135	3805-4626	55,510
5158	CITY DISTRIBUTION DIV, ASST MANAGER.....	Z	59.6	1674-2033	1	59.7	1682-2043	3644-4427	53,118
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	61.2	1809-2199	1	61.3	1818-2209	3939-4786	57,434
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	57.0	1477-1791	1	57.1	1484-1800	3215-3900	46,800
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	60.5	1748-2124	1	60.6	1756-2135	3805-4626	55,510
5174	ADMINISTRATIVE ENGINEER.....	Z	57.9	1543-1871	6	58.0	1550-1881	3358-4076	48,906
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	60.4	1740-2115	1	60.5	1748-2124	3787-4602	55,224
5177	SAFETY OFFICER.....	Z	53.4	1243-1506	2	53.5	1249-1513	2706-3278	39,338
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	60.5	1748-2124	1	60.6	1756-2135	3805-4626	55,510
5179	ASST SUPT, BUILDING INSPECTION ADM.....	Z	60.3	1731-2104	1	60.4	1740-2115	3770-4583	54,990
5183	DEPUTY SUPT, BUILDING INSPECTION.....	Z	62.9	1965-2388	1	63.0	1975-2401	4279-5202	62,426
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	64.9	2166-2632	1	65.0	2178-2647	4719-5735	68,822
5202	JUNIOR CIVIL ENGINEER.....	Z	46.9	912-1104	17	47.0	916-1109	1985-2403	28,834
*5204	ASSISTANT CIVIL ENGINEER.....	Z	49.9	1052-1273	69	50.0	1057-1279	2290-2771	33,254
5205	ASSOCIATE MATERIALS ENGINEER.....	Z	53.4	1243-1506	3	53.5	1249-1513	2706-3278	39,338
5206	ASSOCIATE CIVIL ENGINEER.....	Z	53.4	1243-1506	71	53.5	1249-1513	2706-3278	39,338
5208	CIVIL ENGINEER.....	Z	56.4	1436-1740	46	56.5	1443-1748	3127-3787	45,448
5209	INDUSTRIAL ENGINEER.....	Z	53.4	1243-1506	3	53.5	1249-1513	2706-3278	39,338
5210	SENIOR CIVIL ENGINEER.....	Z	58.9	1618-1965	27	59.0	1626-1975	3523-4279	51,350
5212	PRINCIPAL CIVIL ENGINEER.....	Z	62.1	1890-2297	9	62.2	1899-2309	4115-5003	60,034
5214	BUILDING PLANS ENGINEER.....	Z	58.4	1580-1918	1	58.5	1588-1927	3441-4175	50,102
5215	FIRE PROTECTION ENGINEER.....	Z	57.4	1506-1827	3	57.5	1513-1835	3278-3976	47,710
5216	CHIEF SURVEYOR.....	Z	55.3	1362-1650	1	55.4	1368-1658	2964-3592	43,108
5217	BUILDING CODE ANALYST.....	Z	57.8	1535-1862	1	57.9	1543-1871	3343-4054	48,646
5218	STRUCTURAL ENGINEER.....	Z	58.4	1580-1918	2	58.5	1588-1927	3441-4175	50,102
5219	SENIOR STRUCTURAL ENGINEER.....	Z	59.9	1698-2063	1	60.0	1706-2074	3696-4494	53,924
5220	JUNIOR WATER PURIFICATION ENGINEER.....	Z	46.9	912-1104	1	47.0	916-1109	1985-2403	28,834
5222	ASSISTANT WATER PURIFICATION ENGINEER...	Z	49.9	1052-1273	1	50.0	1057-1279	2290-2771	33,254
5224	ASSOCIATE WATER PURIFICATION ENGINEER...		53.4	1243-1506	1	53.5	1249-1513	2706-3278	39,338

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER *

				1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED SCHEDULE NUMBER	1984-85 RECOMMENDED BI-WEEKLY SALARY	1984-85 RECOMMENDED APPROX. MO. SALARY	1984-85 RECOMMENDED APPROX. MAX. ANNUAL EQUIV.
5228	ASSISTANT TRAFFIC ENGINEER	Z		49.9	1052-1273	4	50.0	1057-1279	2290-2771	33,254
5229	ASSOCIATE TRAFFIC ENGINEER	Z		53.4	1243-1506	6	53.5	1249-1513	2706-3278	39,338
5230	TRAFFIC ENGINEER	Z		56.4	1436-1740	3	56.5	1443-1748	3127-3787	45,448
5232	SENIOR TRAFFIC ENGINEER	Z		58.9	1618-1965	2	59.0	1626-1975	3523-4279	51,350
5233	PRINCIPAL TRAFFIC ENGINEER	Z		62.1	1890-2297	1	62.2	1899-2309	4115-5003	60,034
5234	JUNIOR ELECTRICAL ENGINEER	Z		46.9	912-1104	5	47.0	916-1109	1985-2403	28,834
5236	ASSISTANT ELECTRICAL ENGINEER	Z		49.9	1052-1273	13	50.0	1057-1279	2290-2771	33,254
5238	ASSOCIATE ELECTRICAL ENGINEER	Z		53.4	1243-1506	15	53.5	1249-1513	2706-3278	39,338
5240	ELECTRICAL ENGINEER	Z		56.4	1436-1740	13	56.5	1443-1748	3127-3787	45,448
5242	SENIOR ELECTRICAL ENGINEER	Z		58.9	1618-1965	6	59.0	1626-1975	3523-4279	51,350
5246	RADIO ENGINEER	Z		57.2	1491-1809	1	57.3	1499-1818	3248-3939	47,268
5247	ASSOCIATE SANITARY ENGINEER	Z		53.4	1243-1506	4	53.5	1249-1513	2706-3278	39,338
5248	SANITARY ENGINEER	Z		56.4	1436-1740	3	56.5	1443-1748	3127-3787	45,448
5249	SENIOR SANITARY ENGINEER	Z		58.9	1618-1965	3	59.0	1626-1975	3523-4279	51,350
5250	JUNIOR MECHANICAL ENGINEER	Z		46.9	912-1104	8	47.0	916-1109	1985-2403	28,834
5252	ASSISTANT MECHANICAL ENGINEER	Z		49.9	1052-1273	13	50.0	1057-1279	2290-2771	33,254
5254	ASSOCIATE MECHANICAL ENGINEER	Z		53.4	1243-1506	18	53.5	1249-1513	2706-3278	39,338
5256	MECHANICAL ENGINEER	Z		56.4	1436-1740	15	56.5	1443-1748	3127-3787	45,448
5258	SENIOR MECHANICAL ENGINEER	Z		58.9	1618-1965	5	59.0	1626-1975	3523-4279	51,350
5260	ARCHITECTURAL ASSISTANT I			46.3	887-1073	3	46.4	891-1078	1931-2336	28,028
5261	ARCHITECTURAL ASSISTANT II			48.3	975-1180	10	48.4	979-1185	2121-2568	30,810
5265	ARCHITECTURAL ASSOCIATE I	Z		50.3	1073-1298	6	50.4	1078-1304	2336-2825	33,904
5266	ARCHITECTURAL ASSOCIATE II	Z		53.3	1237-1499	8	53.4	1243-1506	2693-3263	39,156
5268	ARCHITECT	Z		54.3	1298-1573	12	54.4	1304-1580	2825-3423	41,080
5269	SCHOOL ARCHITECTURAL COORDINATOR	Z		55.3	1362-1650	1	55.4	1368-1658	2964-3592	43,108
5270	SENIOR ARCHITECT	Z		56.3	1429-1731	8	56.4	1436-1740	3111-3770	45,240
5272	ASSISTANT LANDSCAPE ARCHITECT	Z		49.9	1052-1273	4	50.0	1057-1279	2290-2771	33,254
5273	PRINCIPAL ARCHITECT	Z		58.8	1611-1955	4	58.9	1618-1965	3506-4258	51,090
5274	LANDSCAPE ARCHITECT	Z		51.9	1158-1401	1	52.0	1163-1407	2520-3049	36,582
5275	SENIOR LANDSCAPE ARCHITECT	Z		54.9	1336-1618	1	55.0	1342-1626	2908-3523	42,276
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM			46.4	891-1078	1	46.5	895-1083	1939-2347	28,158
5302	TRAFFIC SURVEY TECHNICIAN			43.6	781- 943	6	43.7	785- 947	1701-2052	24,622
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS			48.9	1003-1214	1	49.0	1008-1220	2184-2643	31,720
5304	MATERIALS TESTING AIDE			41.6	710- 858	5	41.7	714- 862	1547-1868	22,412
5305	MATERIALS TESTING TECHNICIAN			43.9	792- 956	2	44.0	796- 961	1725-2082	24,986
5319	SURVEYOR'S FIELD ASSISTANT			47.1	920-1114	14	47.2	925-1120	2004-2427	29,120
5312	SURVEYOR			49.3	1003-1217	11	49.4	1008-1223	2184-2650	31,800

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER *

			.....1983-84.....			.....1984-85 RECOMMENDED RATES.....			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
5314	SURVEY PARTY CHIEF		50.9	1104-1336	10	51.0	1109-1342	2403-2908	34,892
5320	ILLUSTRATOR AND ART DESIGNER	Z	47.9	956-1158	3	48.0	961-1163	2082-2520	30,238
5322	GRAPHIC ARTIST		43.4	773- 934	4	43.5	777- 938	1684-2032	24,388
5328	CITY PLANNING GRAPHICS AIDE		47.9	956-1158	2	48.0	961-1163	2082-2520	30,238
5330	CITY PLANNING GRAPHICS SUPERVISOR		49.9	1052-1273	1	50.0	1057-1279	2290-2771	33,254
5342	MECHANICAL ENGINEERING ASSISTANT I		40.1	661- 800	3	40.2	664- 803	1439-1740	20,878
5344	MECHANICAL ENGINEERING ASSISTANT II		45.4	850-1027	9	45.5	854-1032	1850-2236	26,832
5346	MECHANICAL ENGINEERING ASSOCIATE I		47.9	956-1158	6	48.0	961-1163	2082-2520	30,238
5350	ELECTRICAL ENGINEERING ASSISTANT I		40.1	661- 800	3	40.2	664- 803	1439-1740	20,878
5352	ELECTRICAL ENGINEERING ASSISTANT II		45.4	850-1027	6	45.5	854-1032	1850-2236	26,832
5354	ELECTRICAL ENGINEERING ASSOCIATE I		47.9	956-1158	8	48.0	961-1163	2082-2520	30,238
5360	CIVIL ENGINEERING ASSISTANT I		40.1	661- 800	6	40.2	664- 803	1439-1740	20,878
5362	CIVIL ENGINEERING ASSISTANT II		45.4	850-1027	42	45.5	854-1032	1850-2236	26,832
5364	CIVIL ENGINEERING ASSOCIATE I		47.9	956-1158	38	48.0	961-1163	2082-2520	30,238
5366	ENGINEERING ASSOCIATE II		50.9	1104-1336	14	51.0	1109-1342	2403-2908	34,892
5380	STUDENT ENGINEERING TRAINEE I			713- 713	0		717- 717	1554-1554	18,642
5381	STUDENT ENGINEERING TRAINEE II			781- 781	0		785- 785	1701-1701	20,410
5382	STUDENT ENGINEERING TRAINEE III			833- 833	0		837- 837	1814-1814	21,762
5384	TECH INSTRUCT ASST, ELECTRONIC TECH		45.5	854-1032	2	45.6	858-1037	1859-2247	26,962
6230	STREET INSPECTOR		46.2	882-1067	9	46.3	887-1073	1922-2325	27,898
6231	SENIOR STREET INSPECTOR		49.2	1018-1232	3	49.3	1022-1237	2214-2680	32,162
6232	STREET INSPECTION SUPERVISOR		52.2	1174-1421	1	52.3	1180-1429	2557-3096	37,154
6262	PLAN CHECKER (ARCHITECTURAL)		52.3	1180-1429	2	52.4	1185-1436	2568-3111	37,336
6266	SENIOR PLAN CHECKER	Z	56.5	1443-1748	2	56.6	1450-1756	3142-3805	45,656
6318	CONSTRUCTION INSPECTOR		53.4	1243-1506	41	53.5	1249-1513	2706-3278	39,338
6340	SCHOOL CONSTRUCTION COORDINATOR	Z	53.4	1243-1506	1	53.5	1249-1513	2706-3278	39,338
7134	WATER CONSTRUCTION AND MAINT SUPT		58.6	1596-1936	1	58.7	1603-1946	3473-4216	50,596
7367	RADIO TECHNICIAN		53.2	1232-1491	13	53.3	1237-1499	2680-3248	38,974
7368	SENIOR RADIO TECHNICIAN		55.2	1355-1642	2	55.3	1362-1650	2951-3575	42,900
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP		44.4	810- 979	1	44.5	814- 984	1764-2132	25,584
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING		48.4	979-1185	1	48.5	984-1191	2132-2581	30,966
9173	SYSTEMS SAFETY INSPECTOR		54.5	1310-1588	3	54.6	1316-1596	2851-3458	41,496
9177	DIRECTOR OF SYSTEMS SAFETY		60.3	1731-2104	1	60.4	1740-2115	3770-4583	54,990
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY	Z	56.6	1450-1756	1	56.7	1457-1765	3157-3824	45,890
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER			1580-1580	1		1588-1588	3441-3441	41,288
9197	SIGNAL AND SYSTEMS ENGINEER			1779-1779	1		1788-1788	3874-3874	46,488
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT	Z	51.9	1158-1401	0	52.0	1163-1407	2520-3049	36,582

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER..... *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	BUD POS	1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
9366	ENGINEERING AIDE, PORT.....		47.1	920-1114	1	47.2	925-1120	2004-2427	29,120
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION...	Z	49.9	1052-1273	0	50.0	1057-1279	2290-2771	33,254
9379	CHIEF HARBOR ENGINEER.....	Z	63.1	1985-2412	1	63.2	1994-2424	4320-5252	63,024

NUMBER OF CLASSES THIS BENCHMARK..... 114
NUMBER OF POSITIONS THIS BENCHMARK..... 771

SAE750 5278 PLANNER II.....

1983-84 SALARY SCHEDULE 46.9 APPROX $1976 - $2184 - $2392 MO.
$11.40 - $12.60 - $13.80 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK	HOL	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	11	11.40	12.60	13.80		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	0	10.54	11.61	12.68	0.00	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	4	11.41	12.54	13.66	50.16	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	5	10.79	11.95	13.11	59.75	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	7	10.60	11.69	12.77	81.83	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	6	10.89	12.25	13.61	73.50	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	0	11.40	12.59	13.78	0.00	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	0	11.79	12.89	13.99	0.00	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	2	13.04	14.44	15.84	28.88	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF DALY CITY	1	11.50	12.74	13.98	12.74	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF FREMONT	0	11.76	13.03	14.30	0.00	40.0	11	Y	Y	12	Y	N	18%	51	147	12-15-18-21
CITY OF HAYWARD	0	11.64	12.90	14.16	0.00	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	5	14.19	14.95	15.70	74.75	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	19	12.38	13.72	15.05	260.68	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN MATEO	2	12.94	14.19	15.43	28.38	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SUNNYVALE	3	13.46	14.92	16.37	44.76	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
METROPOLITAN TRANIST AUTH	12	11.46	13.00	14.53	156.00	37.5	10	Y	Y	12	Y	N	7%	87	166	12-17-27-37
TOTALS	16	66	.....		871.43											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1817	COPY READER	Z	44.9	830-1003	1	45.9	870-1052	1885-2279	27,352
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING).	Z	60.6	1756-2135	1	61.6	1844-2242	3995-4858	58,292
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS.	Z	60.6	1756-2135	1	61.6	1844-2242	3995-4858	58,292
5276	CITY PLANNING INTERN	Z	40.0	658- 796	0	41.0	691- 834	1497-1807	21,684
5277	PLANNER I	Z	42.9	755- 912	4	43.9	792- 956	1716-2071	24,856
*5278	PLANNER II	Z	46.9	912-1104	11	47.9	956-1158	2071-2509	30,108
5279	SCHOOL FACILITIES NEEDS ANALYST	Z	53.9	1273-1543	1	54.9	1336-1618	2895-3506	42,068
5280	PLANNER III	Z	50.4	1078-1304	10	51.4	1131-1368	2451-2964	35,568
5281	PLANNER III, ADMINISTRATIVE	Z	50.4	1078-1304	2	51.4	1131-1368	2451-2964	35,568
5282	PLANNER IV	Z	53.9	1273-1543	4	54.9	1336-1618	2895-3506	42,068
5283	PLANNER V, URBAN DESIGN	Z	57.4	1506-1827	4	58.4	1580-1918	3423-4156	49,868
5284	ENVIRONMENTAL REVIEW OFFICER	Z	55.9	1401-1698	0	56.9	1470-1782	3185-3861	46,332
5287	TRANSIT PLANNER I	Z	42.9	755- 912	2	43.9	792- 956	1716-2071	24,856
5288	TRANSIT PLANNER II	Z	46.9	912-1104	3	47.9	956-1158	2071-2509	30,108
5289	TRANSIT PLANNER III	Z	50.4	1078-1304	4	51.4	1131-1368	2451-2964	35,568
5290	TRANSIT PLANNER IV	Z	53.9	1273-1543	4	54.9	1336-1618	2895-3506	42,068
5291	PLANNER III, URBAN DESIGN	Z	50.4	1078-1304	0	51.4	1131-1368	2451-2964	35,568
5292	PLANNER III (ZONING)	Z	50.4	1078-1304	2	51.4	1131-1368	2451-2964	35,568
5293	PLANNER III, TRANSPORTATION	Z	50.4	1078-1304	1	51.4	1131-1368	2451-2964	35,568
5294	PLANNER IV (ZONING)	Z	53.9	1273-1543	2	54.9	1336-1618	2895-3506	42,068
5295	SCHOOL FACILITIES PLANNER	Z	56.4	1436-1740	2	57.4	1506-1827	3263-3959	47,502
5296	PLANNER IV, URBAN SYSTEMS ANALYST	Z	53.9	1273-1543	1	54.9	1336-1618	2895-3506	42,068
5297	PLANNER V (ZONING)	Z	57.4	1506-1827	3	58.4	1580-1918	3423-4156	49,868
5298	PLANNER III ENVIRONMENTAL REVIEW	Z	50.4	1078-1304	3	51.4	1131-1368	2451-2964	35,568
5299	PLANNER IV ENVIRONMENTAL REVIEW	Z	53.9	1273-1543	1	54.9	1336-1618	2895-3506	42,068
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT	Z		2066-2066	2		2169-2169	4700-4700	56,394
5406	SPECIAL ASST FOR PROGRAM COORDINATOR	Z		1526-1526	2		1602-1602	3471-3471	41,652
5408	COORDINATOR OF CITIZEN INVOLVEMENT	Z		1374-1374	2		1443-1443	3127-3127	37,518
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR	Z		1216-1216	1		1277-1277	2767-2767	33,202
5412	PLANNING COORDINATOR	Z		1381-1381	5		1450-1450	3142-3142	37,700
9189	DIRECTOR OF PLANNING, MUNI RAILWAY		60.0	1706-2074	1	61.0	1791-2178	3881-4719	56,628
9192	TRANSIT ENVIRONMENTAL COORDINATOR	Z		1698-1698	2		1783-1783	3863-3863	46,358
9397	PORT DEVELOPMENT CONSULTANT		57.9	1543-1871	0	58.9	1618-1965	3506-4258	51,090
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY.	Z	46.9	912-1104	7	47.9	956-1158	2071-2509	30,108
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	50.4	1078-1304	4	51.4	1131-1368	2451-2964	35,568
9411	CITIZEN PARTICIPATION REHAB MONITOR	Z	50.4	1078-1304	2	51.4	1131-1368	2451-2964	35,568
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY.	Z	36.0	546- 658	0	37.0	572- 691	1239-1497	17,966

NUMBER OF CLASSES THIS BENCHMARK..... 37
NUMBER OF POSITIONS THIS BENCHMARK..... 85

SAE750 6120 ENVIRONMENTAL HEALTH INSPECTOR.....

1983-84 SALARY SCHEDULE 45.3 APPROX $1833 - $2023 - $2214 MO.
$10.57 - $11.67 - $12.77 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	26	10.57	11.67	12.77		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	1	10.30	11.35	12.40	11.35	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
STATE OF CALIFORNIA	3	12.79	14.11	15.43	42.33	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	26	11.10	12.20	13.30	317.20	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
ALAMEDA COUNTY	9	11.62	12.77	13.92	114.93	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	1	10.34	11.46	12.57	11.46	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
CONTRA COSTA COUNTY	1	11.13	12.33	13.52	12.33	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
CONTRA COSTA COUNTY	1	12.41	13.75	15.09	13.75	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	6	10.13	11.16	12.18	66.96	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	7	10.60	11.93	13.25	83.51	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SAN MATEO COUNTY	10	12.49	14.05	15.61	140.50	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	30	9.75	10.81	11.86	324.30	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	2	10.87	11.74	12.60	23.48	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
TOTALS 12	97		.....		1,162.10											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 6120 ENVIRONMENTAL HEALTH INSPECTOR..... *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2806	DISEASE CONTROL INVESTIGATOR.....	Z	41.8	717- 866	16	42.4	738- 891	1599-1931	23,166
2808	SENIOR DISEASE CONTROL INVESTIGATOR.....	Z	43.3	769- 929	4	43.9	792- 956	1716-2071	24,856
6102	RODENT CONTROL TECHNICIAN.....		39.8	652- 788	9	40.4	671- 810	1454-1755	21,060
6104	SENIOR RODENT CONTROL TECHNICIAN.....		41.8	717- 866	1	42.4	738- 891	1599-1931	23,166
*6120	ENVIRONMENTAL HEALTH INSPECTOR.....	Z	45.3	846-1022	26	45.9	870-1052	1885-2279	27,352
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR...	Z	47.3	929-1125	26	47.9	956-1158	2071-2509	30,108
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	Z	49.5	1032-1249	6	50.1	1062-1285	2301-2784	33,410
6126	DIR, BUR OF ENVIRONMENTAL HEALTH SERV...	Z	55.0	1342-1626	1	55.6	1381-1674	2992-3627	43,524
6127	ASST DIR, BUR OF ENVIRON HEALTH SERV....	Z	52.7	1203-1457	1	53.3	1237-1499	2680-3248	38,974
6216	SEWER SAFETY INSPECTOR.....		43.8	788- 952	1	44.4	810- 979	1755-2121	25,454

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 91

SAE750 7334 STATIONARY ENGINEER.....

1983-84 SALARY SCHEDULE 47.7 APPROX $2051 - $2268 - $2485 MO.
$11.83 - $13.08 - $14.33 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	206	11.83	13.08	14.33		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	624	12.85	13.45	14.98	8392.80	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	33	10.54	11.05	11.55	364.65	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	60	11.45	12.40	13.35	744.00	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	31	11.89	12.89	13.89	399.59	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	49	14.65	14.65	14.65	717.85	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	13	10.93	11.49	12.05	149.37	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	2	10.26	10.75	11.24	21.50	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	23	11.39	12.06	12.73	277.38	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	9	10.73	11.84	12.95	106.56	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF HAYWARD	4	10.18	11.04	11.90	44.16	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	14	12.66	13.34	14.02	186.76	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SANTA CLARA	3	11.37	12.58	13.78	37.74	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
U. C. MEDICAL CENTER S.F.	3	14.83	14.83	14.83	44.49	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	31	14.83	14.83	14.83	459.73	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE LIVERMORE LAB	81	12.39	13.38	14.36	1083.78	40.0	11	Y	Y	12	Y	Y	15%	63	184	15-15-21-24
TOTALS 15	897	.....			11,808.29											
FLAT RATE TOTALS	83	.....			1,222.07											
COMBINED TOTAL	980															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.16 HR. 2281 MO. *
* RATE RANGE 11.84 TO 14.48 HR. 2052 TO 2509 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 14.72 TO 14.72 HR. 2551 TO 2551 MO. *

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7334 STATIONARY ENGINEER. *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
5106	ASST TO DIR OF BUILDINGS AND GROUNDS, SF Z	53.7	1261-1528	1	53.9	1273-1543	2758-3343	40,118
5107	DIR OF BUILDINGS AND GROUNDS, SFUSD.....	59.5	1666-2023	1	59.7	1682-2043	3644-4427	53,118
5149	SUPT OF WATER TREATMENT FACILITIES..... Z	55.4	1368-1658	1	55.6	1381-1674	2992-3627	43,524
6235	HEAT AND VENTILATION INSPECTOR.....	53.1	1226-1484	0	53.3	1237-1499	2680-3248	38,974
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT...	55.4	1368-1658	9	55.6	1381-1674	2992-3627	43,524
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...	52.2	1174-1421	2	52.4	1185-1436	2568-3111	37,336
7205	CHIEF STATIONARY ENGINEER.....	52.4	1185-1436	13	52.6	1197-1450	2594-3142	37,700
7209	SCHOOL HEATING AND VENTILATION SUPV.....	55.4	1368-1658	1	55.6	1381-1674	2992-3627	43,524
7223	CABLE MACHINERY SUPERVISOR.....	54.0	1279-1550	1	54.2	1291-1565	2797-3391	40,690
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.	54.4	1304-1580	9	54.6	1316-1596	2851-3458	41,496
7262	MAINTENANCE PLANNER, SFUSD.....	53.7	1261-1528	3	53.9	1273-1543	2758-3343	40,118
7263	MAINTENANCE MANGER, SFUSD.....	57.0	1477-1791	2	57.2	1491-1809	3231-3920	47,034
7321	ELEVATOR MECHANIC.....	51.2	1120-1355	0	51.4	1131-1368	2451-2964	35,568
7333	APPRENTICE STATIONARY ENGINEER.....		688-1090	2		695-1100	1506-2383	28,600
*7334	STATIONARY ENGINEER.....	47.7	947-1147	206	47.9	956-1158	2071-2509	30,108
7335	SENIOR STATIONARY ENGINEER.....	50.2	1067-1291	34	50.4	1078-1304	2336-2825	33,904
7372	STATIONARY ENGINEER, SEWAGE PLANT.....	49.7	1042-1261	104	49.9	1052-1273	2279-2758	33,098
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT	52.2	1174-1421	32	52.4	1185-1436	2568-3111	37,336
7375	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		757-1198	25		764-1209	1655-2620	31,434
7420	BRIDGETENDER.....	43.0	758- 916	5	43.2	766- 925	1660-2004	24,050
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....	47.7	947-1147	9	47.9	956-1158	2071-2509	30,108
9232	AIRPORT MECHANICAL MAINTENANCE SUPV.....	55.4	1368-1658	1	55.6	1381-1674	2992-3627	43,524

NUMBER OF CLASSES THIS BENCHMARK..... 22
NUMBER OF POSITIONS THIS BENCHMARK..... 461

SAE750 7344 CARPENTER.....

1983-84 SALARY SCHEDULE 50.8 APPROX $2381 - $2630 - $2879 MO.
$13.73 - $15.17 - $16.61 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	73	13.73	15.17	16.61		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	136	12.08	14.16	14.41	1925.76	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	417	18.68	18.68	18.68	7789.56	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	11	10.30	10.80	11.30	118.80	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	116	11.00	11.92	12.83	1382.72	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	11	14.61	14.61	14.61	160.71	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	5	13.17	13.69	14.20	68.45	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	6	13.32	13.32	13.32	79.92	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	4	14.63	14.63	14.63	58.52	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF CONCORD	4	12.06	12.68	13.30	50.72	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF OAKLAND	8	12.89	13.59	14.29	108.72	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	6	12.32	13.65	14.98	81.90	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN MATEO	1	9.67	10.40	11.13	10.40	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SUNNYVALE	1	11.63	12.88	14.13	12.88	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	7	14.01	14.01	14.01	98.07	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	22	13.53	13.89	14.24	305.58	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	11	10.94	12.07	13.20	132.77	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	7	10.94	12.07	13.20	84.49	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE BERKELEY LAB.	6	9.09	11.68	14.27	70.08	40.0	11	Y	Y	12	Y	Y	15%	101	282	15-15-21-24
LAWRENCE LIVERMORE LAB.	18	12.19	13.38	14.36	240.84	40.0	11	Y	Y	12	Y	Y	15%	63	184	15-15-21-24
S. F. HOUSING AUTHORITY	18	17.58	17.58	17.58	316.44	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	17.43	17.43	17.43	17.43	40.0	11	Y	Y	12	Y	Y	12%	73	204	10-15-20-25
TOTALS	21	352			4,594.11											
FLAT RATE TOTALS		464			8,520.65											
COMBINED TOTAL		816														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.05 HR. 2262 MO. *
* RATE RANGE 11.75 TO 14.36 HR. 2036 TO 2489 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 18.36 TO 18.36 HR. 3182 TO 3182 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 15.51 TO 16.64 HR. 2688 TO 2884 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CARPENTER AND RELATED *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV	Z	58.9	1618-1965	1	58.9	1618-1965	3506-4258	51,090
6270	HOUSING INSPECTOR	Z	52.9	1214-1470	20	52.9	1214-1470	2630-3185	38,220
6272	SENIOR HOUSING INSPECTOR	Z	54.4	1304-1580	4	54.4	1304-1580	2825-3423	41,080
6274	CHIEF HOUSING INSPECTOR	Z	56.6	1450-1756	1	56.6	1450-1756	3142-3805	45,656
6280	FIRE SAFETY INSPECTOR I		42.8	752- 908	2	42.8	752- 908	1629-1967	23,608
6281	FIRE SAFETY INSPECTOR II			1099-1099	2		1099-1099	2381-2381	28,574
6331	BUILDING INSPECTOR	Z	54.9	1336-1618	40	54.9	1336-1618	2895-3506	42,068
6333	SENIOR BUILDING INSPECTOR	Z	55.9	1401-1698	2	55.9	1401-1698	3036-3679	44,148
6334	CHIEF BUILDING INSPECTOR	Z	56.9	1470-1782	7	56.9	1470-1782	3185-3861	46,332
6336	PROPERTY REHABILITATION MANAGER	Z	57.9	1543-1871	1	57.9	1543-1871	3343-4054	48,646
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY	Z	56.7	1457-1765	1	56.7	1457-1765	3157-3824	45,890
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ	Z	57.7	1528-1853	1	57.7	1528-1853	3311-4015	48,178
7202	ASST PARK SUPT FOR STRUCTURAL MAINT	Z	57.1	1484-1800	1	57.1	1484-1800	3215-3900	46,800
7219	MAINTENANCE ESTIMATOR AND SCHEDULER		48.0	961-1163	5	48.0	961-1163	2082-2520	30,238
7226	CARPENTER SUPERVISOR I		52.6	1197-1450	9	52.6	1197-1450	2594-3142	37,700
7233	GLAZIER SUPERVISOR I		52.6	1197-1450	2	52.6	1197-1450	2594-3142	37,700
7236	LOCKSMITH SUPERVISOR I		52.6	1197-1450	2	52.6	1197-1450	2594-3142	37,700
7247	SHEET METAL WORKER SUPERVISOR II		55.8	1394-1690	1	55.8	1394-1690	3020-3662	43,940
7272	CARPENTER SUPERVISOR II		56.6	1450-1756	1	56.6	1450-1756	3142-3805	45,656
7320	PROPERTY STAGE HAND			11.41 HR	0		11.41 HR		
7326	GLAZIER		50.8	1099-1329	13	50.8	1099-1329	2381-2880	34,554
7342	LOCKSMITH		50.8	1099-1329	7	50.8	1099-1329	2381-2880	34,554
*7344	CARPENTER		50.8	1099-1329	73	50.8	1099-1329	2381-2880	34,554
7358	PATTERNMAKER		50.2	1067-1291	3	50.2	1067-1291	2312-2797	33,566
7361	PLASTERER		48.6	989-1197	2	48.6	989-1197	2143-2594	31,122
7371	STAGE CARPENTER			11.41 HR	0		11.41 HR		
7376	SHEET METAL WORKER		51.8	1152-1394	24	51.8	1152-1394	2496-3020	36,244
7378	TILE SETTER		48.9	1003-1214	2	48.9	1003-1214	2173-2630	31,564
7395	ORNAMENTAL IRON WORKER		47.7	947-1147	8	47.7	947-1147	2052-2485	29,822
9330	PILE WORKER		51.8	1152-1394	20	51.8	1152-1394	2496-3020	36,244
9332	PILEDRIVER SUPERVISOR I		53.8	1267-1535	4	53.8	1267-1535	2745-3326	39,910
9342	ORNAMENTAL IRON WORKER SUPERVISOR I		51.4	1131-1368	1	51.4	1131-1368	2451-2964	35,568
9343	ROOFER		49.2	1018-1232	5	49.2	1018-1232	2206-2669	32,032
9344	ROOFER SUPERVISOR I		50.2	1067-1291	1	50.2	1067-1291	2312-2797	33,566
9345	SHEET METAL SUPERVISOR I		53.8	1267-1535	3	53.8	1267-1535	2745-3326	39,910

NUMBER OF CLASSES THIS BENCHMARK..... 35
NUMBER OF POSITIONS THIS BENCHMARK..... 269

SAE750 7345 ELECTRICIAN.....

1983-84 SALARY SCHEDULE 52.3 APPROX $2556 - $2826 - $3096 MO.
$14.75 - $16.30 - $17.86 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	81	14.75	16.30	17.86		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	665	12.39	13.99	15.07	9303.35	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	833	21.98	21.98	21.98	18309.34	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	11	10.77	11.30	11.83	124.30	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	189	11.45	12.40	13.35	2343.60	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	5	16.04	16.04	16.04	80.20	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	8	13.74	14.44	15.14	115.52	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	2	10.75	11.27	11.78	22.54	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	2	14.66	14.66	14.66	29.32	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	9	15.97	15.97	15.97	143.73	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	6	12.69	13.29	13.89	79.74	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	2	12.06	12.68	13.30	25.36	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF HAYWARD	3	11.95	12.99	14.03	38.97	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	20	14.74	15.50	16.26	310.00	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	31	14.20	15.73	17.26	487.63	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN MATEO	1	10.81	11.63	12.44	11.63	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SUNNYVALE	0	0.00	0.00	0.00	0.00	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	11	14.57	14.57	14.57	160.27	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	10	14.00	14.37	14.73	143.70	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	8	12.01	13.25	14.49	106.00	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	17	12.01	13.25	14.49	225.25	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE BERKELEY LAB.	6	9.09	11.68	14.27	70.08	40.0	11	Y	Y	12	Y	Y	15%	101	282	15-15-21-24
LAWRENCE LIVERMORE LAB	30	13.81	14.45	15.08	421.50	40.0	11	Y	Y	12	Y	Y	15%	63	184	15-15-21-24
S. F. HOUSING AUTHORITY	6	20.57	20.57	20.57	123.42	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
BAY AREA RAPID TRANSIT	58	12.92	13.84	14.76	802.72	40.0	12	Y	Y	12	Y	N	7%	131	131	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	7	19.44	19.44	19.44	136.08	40.0	11	Y	Y	12	Y	Y	12%	73	204	10-15-20-25

TOTALS	25	1,067	14,631.89
FLAT RATE TOTALS		873	18,982.36
COMBINED TOTAL		1,940	

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.71 HR. 2376 MO. *
* RATE RANGE 12.34 TO 15.08 HR. 2138 TO 2613 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 21.74 TO 21.74 HR. 3768 TO 3768 MO. *

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
6248	ELECTRICAL INSPECTOR	Z	54.4	1304-1580	21	54.6	1316-1596	2851-3458	41,496
6249	SENIOR ELECTRICAL INSPECTOR		55.4	1368-1658	1	55.6	1381-1674	2992-3627	43,524
6250	CHIEF ELECTRICAL INSPECTOR	Z	56.4	1436-1740	1	56.6	1450-1756	3142-3805	45,656
6252	LINE INSPECTOR		54.4	1304-1580	2	54.6	1316-1596	2851-3458	41,496
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY	Z	55.9	1401-1698	1	56.1	1414-1714	3064-3714	44,564
7128	POWER HOUSE SUPERINTENDENT	Z	52.4	1185-1436	2	52.6	1197-1450	2594-3142	37,700
7130	GEN SUPERINTENDENT, FACILITIES MAINT	Z		2102-2102	2		2102-2102	4554-4554	54,652
7131	ELEC MAINT AND CONSTRUCTION SUPT	Z	58.0	1550-1881	1	58.2	1565-1899	3391-4115	49,374
7132	TELECOMMUNICATIONS SUPERVISOR		54.8	1329-1611	2	55.0	1342-1626	2908-3523	42,276
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR		54.0	1279-1550	1	54.2	1291-1565	2797-3391	40,690
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I		53.0	1220-1477	0	53.2	1232-1491	2669-3231	38,766
7229	TRANSMISSION LINE SUPERVISOR I		54.8	1329-1611	2	55.0	1342-1626	2908-3523	42,276
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR		55.8	1394-1690	0	56.0	1407-1706	3049-3696	44,356
7235	TRANSIT POWER LINE SUPERVISOR I		54.8	1329-1611	7	55.0	1342-1626	2908-3523	42,276
7238	ELECTRICIAN SUPERVISOR I		54.8	1329-1611	11	55.0	1342-1626	2908-3523	42,276
7244	POWER PLANT SUPERVISOR I		50.4	1078-1304	2	50.6	1088-1316	2357-2851	34,216
7253	ELECTRICAL TRANSIT MECHANIC SUPV I		52.0	1163-1407	0	52.2	1174-1421	2544-3079	36,946
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I		54.8	1329-1611	2	55.0	1342-1626	2908-3523	42,276
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I		52.0	1163-1407	0	52.2	1174-1421	2544-3079	36,946
7257	COMMUNICATION LINE SUPERVISOR I		54.8	1329-1611	1	55.0	1342-1626	2908-3523	42,276
7273	COMMUNICATION LINE WORKER SUPV II		57.0	1477-1791	1	57.2	1491-1809	3231-3920	47,034
7274	TRANSIT POWER LINE WORKER SUPV II		57.0	1477-1791	1	57.2	1491-1809	3231-3920	47,034
7275	CABLE SPLICER SUPERVISOR I		57.0	1477-1791	1	57.2	1491-1809	3231-3920	47,034
7276	ELECTRICIAN SUPERVISOR II		57.0	1477-1791	2	57.2	1491-1809	3231-3920	47,034
7279	POWERHOUSE ELECTRICIAN SUPV II		57.0	1477-1791	1	57.2	1491-1809	3231-3920	47,034
7285	TRANSMISSION LINE WORKER SUPV II		57.0	1477-1791	1	57.2	1491-1809	3231-3920	47,034
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN		54.8	1329-1611	2	55.0	1342-1626	2908-3523	42,276
7288	SIGNAL SYSTEM MAINTENANCE SUPT		56.8	1463-1773	1	57.0	1477-1791	3200-3881	46,566
7308	CABLE SPLICER		54.8	1329-1611	4	55.0	1342-1626	2908-3523	42,276
7318	ELECTRONIC MAINTENANCE TECHNICIAN		53.2	1232-1491	77	53.4	1243-1506	2693-3263	39,156
7319	ELECTRIC MOTOR REPAIRER		49.0	1008-1220	11	49.2	1018-1232	2206-2669	32,032
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR		53.3	1237-1499	14	53.5	1249-1513	2706-3278	39,338
7338	ELECTRICAL LINE WORKER		52.3	1180-1429	42	52.5	1191-1443	2581-3127	37,518
*7345	ELECTRICIAN		52.3	1180-1429	81	52.5	1191-1443	2581-3127	37,518
7363	POWERHOUSE ELECTRICIAN		52.3	1180-1429	5	52.5	1191-1443	2581-3127	37,518
7364	POWERHOUSE OPERATOR		46.6	899-1088	15	46.8	908-1099	1967-2381	28,578
7365	SENIOR POWERHOUSE OPERATOR		49.1	1013-1226	8	49.3	1022-1237	2214-2680	32,162

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN	52.3	1180-1429	10	52.5	1191-1443	2581-3127	37,518
7377	STAGE ELECTRICIAN	49.7	1042-1261	3	49.9	1052-1273	2279-2758	33,098
7379	ELECTRICAL TRANSIT MECHANIC	49.0	1008-1220	133	49.2	1018-1232	2206-2669	32,032
7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV	51.0	1109-1342	0	51.2	1120-1355	2427-2936	35,230
7408	ASSISTANT POWER HOUSE OPERATOR	41.9	721- 870	9	42.1	728- 878	1577-1902	22,828
7409	ELECTRICAL TRANSIT SERVICE WORKER	46.0	874-1057	65	46.2	882-1067	1911-2312	27,742
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN	50.2	1067-1291	25	50.4	1078-1304	2336-2825	33,904
7433	ELECTRICAL LINE HELPER	49.3	1022-1237	4	49.5	1032-1249	2236-2706	32,474
7510	LIGHTING FIXTURE MAINTENANCE WORKER	40.1	661- 800	6	40.3	668- 807	1447-1749	20,982
9240	AIRPORT ELECTRICIAN	54.3	1298-1573	10	54.5	1310-1588	2838-3441	41,288
9241	AIRPORT ELECTRICIAN SUPERVISOR	55.3	1362-1650	1	55.5	1375-1666	2979-3610	43,316
9242	HEAD AIRPORT ELECTRICIAN	56.3	1429-1731	1	56.5	1443-1748	3127-3787	45,448

NUMBER OF CLASSES THIS BENCHMARK..... 49
NUMBER OF POSITIONS THIS BENCHMARK..... 593

SAE750 7346 PAINTER.....

1983-84 SALARY SCHEDULE 49.4 APPROX $2225 - $2459 - $2693 MO.
$12.83 - $14.18 - $15.53 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	64	12.83	14.18	15.53		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	109	12.08	13.33	13.65	1452.97	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	164	19.79	19.79	19.79	3245.56	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	9	10.30	10.80	11.30	97.20	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	133	11.00	11.92	12.83	1585.36	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	17	14.36	14.36	14.36	244.12	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	2	12.88	13.54	14.20	27.08	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	4	13.32	13.32	13.32	53.28	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	6	14.63	14.63	14.63	87.78	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF CONCORD	2	12.06	12.68	13.30	25.36	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF DALY CITY	1	9.54	10.57	11.59	10.57	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF HAYWARD	1	10.38	11.27	12.16	11.27	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	10	12.82	13.51	14.20	135.10	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	1	12.32	13.65	14.98	13.65	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN MATEO	1	9.55	10.27	10.99	10.27	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SUNNYVALE	2	11.63	12.88	14.13	25.76	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	12	14.06	14.06	14.06	168.72	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	13	13.56	13.92	14.27	180.96	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	6	10.94	12.07	13.20	72.42	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	7	10.94	12.07	13.20	84.49	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE BERKELEY LAB.	3	9.09	11.68	14.27	35.04	40.0	11	Y	Y	12	Y	Y	15%	101	282	15-15-21-24
LAWRENCE LIVERMORE LAB.	16	12.39	13.38	14.36	214.08	40.0	11	Y	Y	12	Y	Y	15%	63	184	15-15-21-24
S. F. HOUSING AUTHORITY	16	18.46	18.46	18.46	295.36	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
BAY AREA RAPID TRANSIT	7	12.91	13.84	14.76	96.88	40.0	12	Y	Y	12	Y	N	7%	131	131	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	29	17.56	17.56	17.56	509.24	40.0	11	Y	Y	12	Y	Y	12%	73	204	10-15-20-25
TOTALS	24	323	.....		4,078.46											
FLAT RATE TOTALS		248	.....		4,604.06											
COMBINED TOTAL		571														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.63 HR. 2189 MO. *
* RATE RANGE 11.37 TO 13.89 HR. 1970 TO 2407 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 18.56 TO 18.56 HR. 3217 TO 3217 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 14.49 TO 15.92 HR. 2511 TO 2759 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7346 PAINTER *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
7242	PAINTER SUPERVISOR I	49.4	1027-1243	8	49.9	1052-1273	2279-2758	33,098
7278	PAINTER SUPERVISOR II	54.1	1285-1558	1	54.6	1316-1596	2851-3458	41,496
*7346	PAINTER	49.4	1027-1243	64	49.9	1052-1273	2279-2758	33,098

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 73

SAE750 7347 PLUMBER.....

1983-84 SALARY SCHEDULE 53.7 APPROX $2732 - $3021 - $3310 MO.
$15.76 - $17.43 - $19.10 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	55	15.76	17.43	19.10		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	109	12.08	13.73	13.85	1496.57	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	307	23.17	23.17	23.17	7113.19	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	6	10.78	11.31	11.83	67.86	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	53	11.00	11.92	12.83	631.76	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	46	11.45	12.40	13.35	570.40	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	2	16.53	16.53	16.53	33.06	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	0	13.62	14.38	15.14	0.00	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	1	14.66	14.66	14.66	14.66	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	6	15.97	15.97	15.97	95.82	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF OAKLAND	3	14.61	15.40	16.19	46.20	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	2	13.20	14.62	16.03	29.24	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SUNNYVALE	1	11.63	12.88	14.13	12.88	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
OAKLAND CITY SCHOOL DIST.	6	14.61	15.00	15.38	90.00	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	10	12.01	13.25	14.49	132.50	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	10	12.01	13.25	14.49	132.50	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE BERKELEY LAB.	4	9.09	11.68	14.27	46.72	40.0	11	Y	Y	12	Y	Y	15%	101	282	15-15-21-24
LAWRENCE LIVERMORE LAB.	16	13.01	14.05	15.08	224.80	40.0	11	Y	Y	12	Y	Y	15%	63	184	15-15-21-24
S. F. HOUSING AUTHORITY	14	23.19	23.19	23.19	324.66	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	19.62	19.62	19.62	19.62	40.0	11	Y	Y	12	Y	Y	12%	73	204	10-15-20-25
TOTALS 19	266		.....		3,481.43											
FLAT RATE TOTALS	331		.....		7,601.01											
COMBINED TOTAL	597															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.09 HR. 2268 MO. *
* RATE RANGE 11.78 TO 14.40 HR. 2041 TO 2496 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 22.96 TO 22.96 HR. 3979 TO 3979 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 17.98 TO 19.15 HR. 3116 TO 3319 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * PLUMBING AND RELATED *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
6236	BOILER INSPECTOR		56.1	1414-1714	1	56.1	1414-1714	3064-3714	44,564
6238	SENIOR BOILER INSPECTOR		57.1	1484-1800	1	57.1	1484-1800	3215-3900	46,800
6242	PLUMBING INSPECTOR	Z	56.1	1414-1714	12	56.1	1414-1714	3064-3714	44,564
6244	CHIEF PLUMBING INSPECTOR	Z	58.1	1558-1890	1	58.1	1558-1890	3376-4095	49,140
7213	PLUMBER SUPERVISOR I		56.1	1414-1714	4	56.1	1414-1714	3064-3714	44,564
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR		56.7	1457-1765	1	56.7	1457-1765	3157-3824	45,890
7239	PLUMBER SUPERVISOR II		57.0	1477-1791	2	57.0	1477-1791	3200-3881	46,566
7240	WATER METER SHOP SUPERVISOR I		51.3	1125-1362	1	51.3	1125-1362	2438-2951	35,412
7248	STEAMFITTER SUPERVISOR II		57.0	1477-1791	1	57.0	1477-1791	3200-3881	46,566
7250	UTILITY PLUMBER SUPERVISOR I		56.1	1414-1714	22	56.1	1414-1714	3064-3714	44,564
7284	UTILITY PLUMBER SUPERVISOR II		57.6	1520-1844	5	57.6	1520-1844	3293-3995	47,944
7323	FIRE DEPT WATER SYSTEM ASST SUPV		55.7	1388-1682	1	55.7	1388-1682	3007-3644	43,732
*7347	PLUMBER		53.7	1261-1528	55	53.7	1261-1528	2732-3311	39,728
7348	STEAMFITTER		53.7	1261-1528	13	53.7	1261-1528	2732-3311	39,728
7349	STEAMFITTER ASSISTANT SUPERVISOR		55.7	1388-1682	1	55.7	1388-1682	3007-3644	43,732
7353	WATER METER REPAIRER		49.3	1022-1237	6	49.3	1022-1237	2214-2680	32,162
7360	PIPE WELDER		53.7	1261-1528	4	53.7	1261-1528	2732-3311	39,728
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR		55.7	1388-1682	0	55.7	1388-1682	3007-3644	43,732
7388	UTILITY PLUMBER		53.7	1261-1528	45	53.7	1261-1528	2732-3311	39,728
7390	WELDER		49.3	1022-1237	10	49.3	1022-1237	2214-2680	32,162
7442	WATER METER REPAIR HELPER		42.5	742- 895	1	42.5	742- 895	1608-1939	23,270
7449	SEWER SERVICE WORKER		52.5	1191-1443	12	52.5	1191-1443	2581-3127	37,518
7463	UTILITY PLUMBER APPRENTICE			917-1452	22		917-1452	1987-3146	37,752
9346	FUSION WELDER		53.0	1220-1477	2	53.0	1220-1477	2643-3200	38,402

NUMBER OF CLASSES THIS BENCHMARK..... 24
NUMBER OF POSITIONS THIS BENCHMARK..... 223

SAE750 7355 TRUCK DRIVER.....

1983-84 SALARY SCHEDULE 0.0 APPROX $2311 - $2623 - $2935 MO.
$13.33 - $15.13 - $16.93 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	158	13.33	15.13	16.93		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	1575	11.17	13.75	13.75	21656.25	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	2	8.79	9.20	9.61	18.40	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	46	9.21	9.98	10.75	459.08	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	63	9.66	10.47	11.27	659.61	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	16	11.96	11.96	11.96	191.36	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
SAN MATEO COUNTY	17	9.81	11.04	12.26	187.68	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
CITY OF BERKELEY	1	9.39	9.72	10.05	9.72	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	5	12.36	12.36	12.36	61.80	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	11	10.46	10.46	10.46	115.06	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	10	10.45	11.23	12.01	112.30	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	13	10.45	11.23	12.01	145.99	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE BERKELEY LAB.	10	8.10	10.19	12.28	101.90	40.0	11	Y	Y	12	Y	Y	15%	101	282	15-15-21-24
TOTALS	12	1,737	.....		23,350.93											
FLAT RATE TOTALS		32	.....		368.22											
COMBINED TOTAL		1,769														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.44 HR. 2329 MO. *
* RATE RANGE 12.10 TO 14.78 HR. 2097 TO 2561 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 11.51 TO 11.51 HR. 1995 TO 1995 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 12.09 TO 14.73 HR. 2095 TO 2553 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * EQUIPMENT OPERATOR AND RELATED *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV.... Z	50.4	1078-1304	3	50.4	1078-1304	2336-2825	33,904
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR... Z	51.4	1131-1368	2	51.4	1131-1368	2451-2964	35,568
7221	ASPHALT PLANT SUPERVISOR I.....	52.1	1169-1414	1	52.1	1169-1414	2533-3064	36,764
7282	STREET REPAIR SUPERVISOR II.....	50.4	1078-1304	4	50.4	1078-1304	2336-2825	33,904
7312	CHAUFFEUR.....	33.9	496- 596	1	33.9	496- 596	1075-1291	15,496
7328	OPERATING ENGINEER, UNIVERSAL		899-1421	33		899-1421	1948-3079	36,946
*7355	TRUCK DRIVER.....		1067-1355	158		1067-1355	2312-2936	35,230
7424	DRYER-MIXER OPERATOR.....	49.1	1013-1226	3	49.1	1013-1226	2195-2656	31,876
9331	PILEDRIVER ENGINE OPERATOR.....	52.1	1169-1414	3	52.1	1169-1414	2533-3064	36,764
9334	DECKHAND, TUGS AND DREDGES.....	46.5	895-1083	8	46.5	895-1083	1939-2347	28,158
9335	MARINE FIRE AND BOILER OPERATOR.....	46.5	895-1083	1	46.5	895 1083	1939-2347	28,158
9336	HEAD DREDGE LEVER OPERATOR.....	52.5	1191-1443	1	52.5	1191-1443	2581-3127	37,518
9337	DIESEL TUGBOAT OPERATOR.....	51.6	1141-1381	1	51.6	1141 1381	2472-2992	35,906
9340	DREDGING SUPERVISOR.....	54.0	1279-1550	1	54.0	1279-1550	2771 3358	40,300
9360	CONSTRUCTION AND MAINT SUPV II, PORT....	54.0	1279-1550	1	54.0	1279-1550	2771 3358	40,300
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL..... Z	57.1	1484-1800	1	57.1	1484-1800	3215 3900	46,800
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS.. Z	57.1	1484-1800	0	57.1	1484-1800	3215 3900	46,800
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV Z	57.1	1484-1800	1	57.1	1484-1800	3215 3900	46,800
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR. Z	58.1	1558-1890	1	58.1	1558-1890	3376-4095	49,140

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 224

SAE750 7381 AUTOMOTIVE MECHANIC.....

1983-84 SALARY SCHEDULE 0.0 APPROX $2653 - $2653 - $2653 MO.
$15.31 - $15.31 - $15.31 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	118	15.31	15.31	15.31		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	382	12.08	15.07	15.40	5756.74	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	574	12.66	14.34	15.00	8231.16	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	6	9.61	10.08	10.54	60.48	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	18	10.55	11.43	12.31	205.74	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	13	11.00	11.92	12.83	154.96	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	68	11.45	12.40	13.35	843.20	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	5	13.61	13.61	13.61	68.05	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	12	12.32	12.96	13.60	155.52	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	2	10.90	11.43	11.95	22.86	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	3	12.51	12.51	12.51	37.53	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SAN MATEO COUNTY	4	11.39	12.82	14.24	51.28	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	14	10.77	11.89	13.01	166.46	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	12	11.46	11.84	12.22	142.08	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	4	12.06	12.68	13.30	50.72	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF DALY CITY	5	9.54	10.57	11.59	52.85	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF FREMONT	3	10.49	11.63	13.76	34.89	40.0	11	Y	Y	12	Y	N	16%	51	147	12-15-18-21
CITY OF HAYWARD	4	9.96	11.04	12.11	44.16	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	12	12.51	13.17	13.83	158.04	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF OAKLAND	12	13.50	14.17	14.84	170.04	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	29	12.14	13.45	14.76	390.05	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN MATEO	1	8.71	9.35	9.98	9.35	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SAN MATEO	4	9.68	10.42	11.15	41.68	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SANTA CLARA	6	11.09	12.27	13.45	73.62	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	9	11.43	12.66	13.89	113.94	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	7	14.01	14.01	14.01	98.07	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
U. C. BERKELEY	9	11.47	12.34	13.20	111.06	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
ALAMEDA-CONTRA COSTA TRANSIT	60	13.89	13.89	13.89	833.40	40.0	11	Y	Y	12	Y	Y	13%	118	118	10-15-20-30
ALAMEDA-CONTRA COSTA TRANSIT	32	14.04	14.04	14.04	449.28	40.0	11	Y	Y	12	Y	Y	13%	118	118	10-15-20-30
BAY AREA RAPID TRANSIT	34	12.92	13.84	14.76	470.56	40.0	12	Y	Y	12	Y	N	7%	131	131	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	42	15.02	15.02	15.02	630.84	40.0	11	Y	Y	12	Y	Y	12%	73	204	10-15-20-25
SAN MATEO TRANIST DISTRICT	24	9.69	11.31	12.92	271.44	40.0	11	Y	N	0	Y	Y	8%	78	78	0- 0- 0- 0
SAN MATEO TRANIST DISTRICT	34	9.69	11.31	12.92	384.54	40.0	11	Y	N	0	Y	Y	8%	78	78	0- 0- 0- 0
SANTA CLARA TRANSIT DISTRICT	71	12.60	13.46	14.32	955.66	40.0	11	Y	Y	12	Y	Y	6%	88	117	10-15-20-25

TOTALS 33 1 366 ..... 19,123.08
FLAT RATE TOTALS 149 ..... 2,117.17
COMBINED TOTAL 1,515

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.00 HR. 2426 MO. *
* RATE RANGE 12.60 TO 15.40 HR. 2184 TO 2669 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 14.21 TO 14.21 HR. 2463 TO 2463 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 12.76 TO 15.28 HR. 2211 TO 2648 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7381 AUTOMOTIVE MECHANIC.....*

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
7123	MACHINE SHOP AND PARKING METER SUPT.....	Z	55.4	1368-1658	1	55.4	1368-1658	2964-3592	43,108
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....		54.0	1279-1550	3	54.0	1279-1550	2771-3358	40,300
7136	WATER SHOPS AND EQUIPMENT SUPT.....	Z	54.8	1329-1611	1	54.8	1329-1611	2880-3491	41,886
7150	CITY SHOPS GENERAL SUPERINTENDENT.....	Z	60.1	1714-2084	1	60.1	1714-2084	3714-4515	54,184
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR.	Z	54.3	1298-1573	0	54.3	1298-1573	2812-3408	40,898
7224	CAR AND AUTO PAINTER SUPERVISOR I.....			17.36 HR	0		17.36 HR		
7225	TRANSIT PAINT SHOP SUPERVISOR I.....	Z		18.45 HR	0		18.45 HR		
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....			18.73 HR	0		18.73 HR		
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.			17.19 HR	1		17.19 HR		
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....			17.62 HR	1		17.62 HR		
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....			17.84 HR	5		17.84 HR		
7258	MAINTENANCE MACHINIST SUPERVISOR I.....		52.4	1185-1436	4	52.4	1185-1436	2568-3111	37,336
7264	AUTO BODY AND FENDER WORKER SUPV I.....			17.84 HR	0		17.84 HR		
7277	CITY SHOPS ASST SUPERINTENDENT.....		55.7	1388-1682	1	55.7	1388-1682	3007-3644	43,732
7305	BLACKSMITH.....		44.5	814- 984	0	44.5	814- 984	1764-2132	25,584
7306	AUTOMOTIVE BODY AND FENDER WORKER.....			15.52 HR	45		15.52 HR		
7309	CAR AND AUTO PAINTER.....			15.29 HR	17		15.29 HR		
7313	AUTOMOTIVE MACHINIST.....			15.52 HR	72		15.52 HR		
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....			17.05 HR	2		17.05 HR		
7322	AUTO BODY AND FENDER WORKER ASST SUPV...			17.05 HR	0		17.05 HR		
7325	GENERAL UTILITY MECHANIC.....			16.38 HR	10		16.38 HR		
7330	SENIOR GENERAL UTILITY MECHANIC.....			17.19 HR	1		17.19 HR		
7331	APPRENTICE MAINTENANCE MACHINIST.....			717-1187	1		717-1187	1554-2572	30,862
7332	MAINTENANCE MACHINIST.....		50.4	1078-1304	61	50.4	1078-1304	2336-2825	33,904
*7381	AUTOMOTIVE MECHANIC.....			15.31 HR	118		15.31 HR		
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR			16.85 HR	2		16.85 HR		
7387	UPHOLSTERER.....		44.8	826- 998	1	44.8	826- 998	1790-2162	25,948
7389	METALSMITH.....		48.0	961-1163	5	48.0	961-1163	2082-2520	30,238
7410	AUTOMOTIVE SERVICE WORKER.....		41.5	707- 854	134	41.5	707- 854	1532-1850	22,204
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....		43.5	777- 938	1	43.5	777- 938	1684-2032	24,388
7414	BLACKSMITH'S FINISHER.....		44.0	796- 961	2	44.0	796- 961	1725-2082	24,986
7434	MAINTENANCE MACHINIST HELPER.....		44.5	814- 984	5	44.5	814- 984	1764-2132	25,584
9102	TRANSIT CAR CLEANER.....		39.9	655- 792	80	39.9	655- 792	1419-1716	20,592
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....		41.9	721- 870	0	41.9	721- 870	1562-1885	22,620
9106	TRANSIT CAR CLEANER SUPERVISOR I.....		42.9	755- 912	0	42.9	755- 912	1636-1976	23,712

NUMBER OF CLASSES THIS BENCHMARK..... 35
NUMBER OF POSITIONS THIS BENCHMARK..... 575

SAE750 7384 TYPEWRITER REPAIRER.....

1983-84 SALARY SCHEDULE 41.0 APPROX $1497 - $1652 - $1807 MO.
$8.63 - $9.53 - $10.42 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	4	8.63	9.53	10.42		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
SANTA CLARA COUNTY	1	8.93	9.85	10.77	9.85	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
LOS ANGELES COUNTY	12	10.48	10.48	10.48	125.76	40.0	11	Y	Y	12	Y	N	6%	188	188	10-15-20-20
CITY OF LOS ANGELES	3	7.97	8.94	9.90	26.82	40.0	12	N	N	12	Y	N	17%	70	180	10-15-20-20
LOS ANGELES WATER AND POWER	3	12.91	12.91	12.91	38.73	40.0	12	Y	Y	10	Y	N	18%	170	170	10-15-20-20
SAN DIEGO UNIF SCHOOL DIST.	8	8.40	9.31	10.21	74.48	40.0	13	Y	N	12	Y	Y	12%	153	153	10-16-20-20
TOTALS 5	12		.....		111.15											
FLAT RATE TOTALS	15		.....		164.49											
COMBINED TOTAL	27															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.26 HR. 1605 MO. *
* RATE RANGE 8.33 TO 10.19 HR. 1443 TO 1766 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 10.97 TO 10.97 HR. 1901 TO 1901 MO. *

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7384 TYPEWRITER REPAIRER..... *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7243	PARKING METER REPAIRER SUPERVISOR I.....	46.3	887-1073	1	46.6	899-1088	1948-2357	28,288
7383	SEWING MACHINE REPAIRER.....	42.8	752- 908	1	43.1	762- 920	1651-1993	23,920
*7384	TYPEWRITER REPAIRER.....	41.0	691- 834	4	41.3	701- 846	1519-1833	21,996
7385	SENIOR TYPEWRITER REPAIRER.....	42.8	752- 908	1	43.1	762- 920	1651-1993	23,920
7444	PARKING METER REPAIRER.....	43.8	788- 952	18	44.1	800- 966	1733-2093	25,116

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 25

SAE750 7514 GENERAL LABORER.....

1983-84 SALARY SCHEDULE 43.3 APPROX $1666 - $1839 - $2012 MO.
$9.61 - $10.61 - $11.61 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	245	9.61	10.61	11.61		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	186	10.00	11.73	12.31	2181.78	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	145	14.56	14.56	14.56	2111.20	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	6	7.74	8.09	8.43	48.54	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	28	7.86	8.67	9.47	242.76	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	74	8.29	8.99	9.68	665.26	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	68	10.43	10.87	11.30	739.16	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	37	8.61	9.06	9.50	335.22	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	20	8.05	8.86	9.67	177.20	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	20	8.62	9.70	10.78	194.00	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	51	7.70	8.49	9.27	432.99	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
SANTA CLARA COUNTY	0	8.44	9.31	10.18	0.00	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	18	8.79	9.09	9.39	163.62	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	10	8.32	9.23	10.13	92.30	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF DALY CITY	10	7.71	8.55	9.38	85.50	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF HAYWARD	14	7.75	8.38	9.00	117.32	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	58	9.57	10.08	10.59	584.64	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	69	8.06	8.93	9.80	616.17	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN MATEO	10	7.96	8.54	9.11	85.40	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SUNNYVALE	33	9.08	10.06	11.03	331.98	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	36	11.30	11.30	11.30	406.80	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
U. C. MEDICAL CENTER S.F.	9	8.36	9.18	9.99	82.62	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	9	8.36	9.18	9.99	82.62	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE BERKELEY LAB.	9	6.69	8.88	11.07	79.92	40.0	11	Y	Y	12	Y	Y	15%	101	282	15-15-21-24
S. F. HOUSING AUTHORITY	85	13.70	13.70	13.70	1164.50	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	15	13.03	13.03	13.03	195.45	40.0	11	Y	Y	12	Y	Y	12%	73	204	10-15-20-25
TOTALS 25	739				7,339.00											
FLAT RATE TOTALS	281				3,877.95											
COMBINED TOTAL	1,020															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.93 HR. 1721 MO. *
* RATE RANGE 8.94 TO 10.92 HR. 1549 TO 1892 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 13.80 TO 13.80 HR. 2392 TO 2392 MO. *

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
3130	ARBORETUM DIRECTOR	Z	53.3	1237-1499	1	53.4	1243-1506	2693-3263	39,156
3310	STABLE ATTENDANT		41.3	701- 846	6	41.4	704- 850	1525-1842	22,100
3320	ANIMAL KEEPER		43.3	769- 929	31	43.4	773- 934	1675-2024	24,284
3321	SENIOR ANIMAL KEEPER		44.8	826- 998	4	44.9	830-1003	1798-2173	26,078
3322	ASSISTANT HEAD ANIMAL KEEPER		46.3	887-1073	1	46.4	891-1078	1931-2336	28,028
3324	HEAD ANIMAL KEEPER		47.8	952-1152	1	47.9	956-1158	2071-2509	30,108
3340	ZOO DIRECTOR	Z	58.9	1618-1965	1	59.0	1626-1975	3523-4279	51,350
3342	ZOOLOGIST	Z	50.1	1062-1285	1	50.2	1067-1291	2312-2797	33,566
3360	CURATOR OF ZOOLOGICAL EXHIBITS	Z	49.4	1027-1243	1	49.5	1032-1249	2236-2706	32,474
3402	FARMER	Z	45.3	846-1022	2	45.4	850-1027	1842-2225	26,702
3410	ASSISTANT GARDENER		45.3	846-1022	152	45.4	850-1027	1842-2225	26,702
3416	GARDENER		45.3	846-1022	115	45.4	850-1027	1842-2225	26,702
3417	GARDENER		43.5	846-1022	99	43.6	781- 943	1692-2043	24,518
3418	GARDENER ASSISTANT SUPERVISOR		48.3	975-1180	29	48.4	979-1185	2121-2568	30,810
3419	MUNICIPAL STADIUM GROUNDKEEPER		48.3	975-1180	2	48.4	979-1185	2121-2568	30,810
3422	PARK SECTION SUPERVISOR		49.3	1022-1237	22	49.4	1027-1243	2225-2693	32,318
3424	INSECTICIDE SPRAY OPERATOR		48.3	975-1180	2	48.4	979-1185	2121-2568	30,810
3428	NURSERY SPECIALIST		48.3	975-1180	8	48.4	979-1185	2121-2568	30,810
3430	CHIEF NURSERY SPECIALIST	Z	51.3	1125-1362	2	51.4	1131-1368	2451-2964	35,568
3432	ASSISTANT DIRECTOR, ARBORETUM	Z	50.3	1073-1298	1	50.4	1078-1304	2336-2825	33,904
3434	TREE TOPPER		47.3	929-1125	20	47.4	934-1131	2024-2451	29,406
3436	TREE TOPPER SUPERVISOR I		50.8	1099-1329	4	50.9	1104-1336	2392-2895	34,736
3440	LANDSCAPING AND STREET PLANTING SUPV		53.6	1255-1520	2	53.7	1261-1528	2732-3311	39,728
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE	Z	50.3	1073-1298	0	50.4	1078-1304	2336-2825	33,904
3464	AREA SUPV, PARKS SQUARES AND FACILITIES	Z	51.3	1125-1362	6	51.4	1131-1368	2451-2964	35,568
3466	ASST SUPT, PARKS SQUARES AND FACILITIES	Z	54.8	1329-1611	3	54.9	1336-1618	2895-3506	42,068
3474	SCHOOL GROUNDS SUPERVISOR		49.3	1022-1237	1	49.4	1027-1243	2225-2693	32,318
7211	CEMENT MASON SUPERVISOR II		52.1	1169-1414	1	52.2	1174-1421	2544-3079	36,946
7215	GENERAL LABORER SUPERVISOR I		45.3	846-1022	31	45.4	850-1027	1842-2225	26,702
7220	ASPHALT FINISHER SUPERVISOR I		46.9	912-1104	6	47.0	916-1109	1985-2403	28,834
7227	CEMENT FINISHER SUPERVISOR I		49.1	1013-1226	2	49.2	1018-1232	2206-2669	32,032
7246	SEWER REPAIR SUPERVISOR II		55.0	1342-1626	3	55.1	1349-1634	2923-3540	42,484
7251	TRACK MAINTENANCE WORKER SUPERVISOR I		49.1	1013-1226	8	49.2	1018-1232	2206-2669	32,032
7259	WATER AND POWER MAINTENANCE SUPERVISOR I		46.3	887-1073	2	46.4	891-1078	1931-2336	28,028
7281	STREET CLEANING SUPERVISOR II		53.2	1232-1491	4	53.3	1237-1499	2680-3248	38,974
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY		50.3	1073-1298	2	50.4	1078-1304	2336-2825	33,904
7307	BRICKLAYER		52.3	1180-1429	5	52.4	1185-1436	2568-3111	37,336

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7311	CEMENT MASON	48.1	966-1169	19	48.2	970-1174	2102-2544	30,524
7327	GRANITE CUTTER	43.3	769- 929	1	43.4	773- 934	1675-2024	24,284
7370	RIGGER	45.5	854-1032	2	45.6	858-1037	1859-2247	26,962
7404	ASPHALT FINISHER	45.0	834-1008	14	45.1	838-1013	1816-2195	26,338
7422	CRIBBER	45.6	858-1037	14	45.7	862-1042	1868-2258	27,092
7423	CRIBBER ASSISTANT SUPERVISOR	47.4	934-1131	14	47.5	938-1136	2032-2461	29,536
7428	MOD/APRIER	48.0	961-1163	9	48.1	966-1169	2093-2533	30,394
7448	SEWER CLEANER	45.6	858-1037	6	45.7	862-1042	1868-2258	27,092
7457	TRAFFIC AND STREET SIGN MAINT WORKER	44.3	807- 975	16	44.4	810- 979	1755-2121	25,454
7458	SWITCH REPAIRER	45.3	846-1022	5	45.4	850-1027	1842-2225	26,702
7502	ASPHALT WORKER	43.5	777- 938	14	43.6	781- 943	1692-2043	24,518
*7514	GENERAL LABORER	43.3	769- 929	245	43.4	773- 934	1675-2024	24,284
7530	STREET CLEANER	41.3	701- 846	89	41.4	704- 850	1525-1842	22,100
7540	TRACK MAINTENANCE WORKER	44.3	807- 975	33	44.4	810- 979	1755-2121	25,454
9916	PUBLIC SERVICE AIDE-PUBLIC WORKS		419- 419	0		421- 421	912- 912	10,946
9940	PUBLIC WORKS AIDE		5.01 HR	0		5.04 HR		

NUMBER OF CLASSES THIS BENCHMARK..... 53
NUMBER OF POSITIONS THIS BENCHMARK..... 1062

SAE750 8146 DISTRICT ATTORNEY'S INVESTIGATOR.....

1983-84 SALARY SCHEDULE 49.6 APPROX $2246 - $2483 - $2719 MO.
$12.96 - $14.32 - $15.68 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	29	12.96	14.32	15.68		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	6	11.55	12.74	13.93	76.44	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	38	13.44	15.10	16.75	573.80	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	7	12.58	13.94	15.29	97.58	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	5	11.22	12.38	13.53	61.90	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	7	12.55	14.12	15.69	98.84	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	27	13.60	15.07	16.54	406.89	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
TOTALS 6	90		.....		1,315.45											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.62 HR. 2534 MO. *
* RATE RANGE 13.16 TO 16.08 HR. 2281 TO 2787 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8146 DISTRICT ATTORNEY'S INVESTIGATOR..... *

			1983-84			1984-85 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
2580	CORONER'S INVESTIGATOR.....		47.3	929-1125	10	47.8	952-1152	2063-2496	29,952
4230	ESTATE INVESTIGATOR.....	Z	44.6	818- 989	3	45.1	838-1013	1816-2195	26,338
8124	INVESTIGATOR, OFFICE OF CITIZEN COMPLAIN	Z	49.6	1037-1255	7	50.1	1062-1285	2301-2784	33,410
8126	SR INVEST, OFFICE OF CITIZEN'S COMP.....		51.3	1125-1362	2	51.8	1152-1394	2496-3020	36,244
8128	DIRECTOR, OFFICE OF CITIZEN COMPLAINTS..	Z	56.1	1414-1714	1	56.6	1450-1756	3142-3805	45,656
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY	Z	46.0	874-1057	1	46.5	895-1083	1939-2347	28,158
8140	RETIREMENT SYSTEM INVESTIGATOR.....	Z	46.0	874-1057	3	46.5	895-1083	1939-2347	28,158
8142	PUBLIC DEFENDER'S INVESTIGATOR.....	Z	49.6	1037-1255	11	50.1	1062-1285	2301-2784	33,410
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR...		51.3	1125-1362	1	51.8	1152-1394	2496-3020	36,244
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY.	Z	56.1	1414-1714	1	56.6	1450-1756	3142-3805	45,656
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	53.9	1273-1543	1	54.4	1304-1580	2825-3423	41,080
*8146	DISTRICT ATTORNEY'S INVESTIGATOR.....	Z	49.6	1037-1255	29	50.1	1062-1285	2301-2784	33,410
8147	SENIOR DISTRICT ATTORNEY'S INVESTIGATOR.	Z	51.3	1125-1362	11	51.8	1152-1394	2496-3020	36,244
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR..	Z	53.9	1273-1543	1	54.4	1304-1580	2825-3423	41,080
8149	ASST CHIEF DIST ATTORNEY'S INVESTIGATOR.	Z	52.6	1197-1450	1	53.1	1226-1484	2656-3215	38,584
8150	CHIEF WELFARE FRAUD INVESTIGATOR.....	Z	57.4	1506-1827	1	57.9	1543-1871	3343-4054	48,646
8154	CONSUMMER MEDIATION REPRESENTATIVE.....		42.3	735- 887	2	42.8	752- 908	1629-1967	23,608
8157	FAMILY SUPPORT INVESTIGATOR I.....	Z	43.4	773- 934	26	43.9	792- 956	1716-2071	24,856
8158	FAMILY SUPPORT INVESTIGATOR II.....	Z	46.5	895-1083	21	47.0	916-1109	1985-2403	28,834
8159	FAMILY SUPPORT INVESTIGATOR III.....	Z	50.1	1062-1285	9	50.6	1088-1316	2357-2851	34,216
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU..	Z	53.1	1226-1484	2	53.6	1255-1520	2719-3293	39,520
8161	CHIEF, FAMILY SUPPORT BUREAU.....	Z	56.1	1414-1714	1	56.6	1450-1756	3142-3805	45,656
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	Z	52.5	1191-1443	3	53.0	1220-1477	2643-3200	38,402
8166	COMPENSATION CLAIMS SUPERVISOR.....	Z	55.9	1401-1698	2	56.4	1436-1740	3111-3770	45,240
9155	CLAIMS INVESTIGATOR.....		52.4	1185-1436	14	52.9	1214-1470	2630-3185	38,220
9156	SENIOR CLAIMS INVESTIGATOR.....		53.5	1249-1513	2	54.0	1279-1550	2771-3358	40,300
9157	CLAIMS ADJUSTER.....		53.5	1249-1513	5	54.0	1279-1550	2771-3358	40,300
9158	ASSISTANT CLAIMS AGENT.....	Z	55.7	1388-1682	1	56.2	1421-1723	3079-3733	44,798
9159	GENERAL CLAIMS AGENT.....	Z	62.6	1936-2354	1	63.1	1985-2412	4301-5226	62,712

NUMBER OF CLASSES THIS BENCHMARK..... 29
NUMBER OF POSITIONS THIS BENCHMARK..... 173

SAE750 8176 TRIAL ATTORNEY - CIVIL AND CRIMINAL.....

1983-84 SALARY SCHEDULE 53.6 APPROX $2719 - $3006 - $3293 MO.
$15.68 - $17.34 - $19.00 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	61	15.68	17.34	19.00		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	11	16.41	18.13	19.84	199.43	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	18	16.60	18.40	20.19	331.20	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
MARIN COUNTY	4	13.91	14.60	15.29	58.40	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	12	15.00	16.88	18.75	202.56	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	0	14.28	15.82	17.36	0.00	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
SANTA CLARA COUNTY	0	14.28	15.82	17.36	0.00	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	1	19.13	21.31	23.49	21.31	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
TOTALS 7	46				812.90											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8176 TRIAL ATTORNEY - CIVIL AND CRIMINAL..... *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	50.1	1062-1285	18	50.5	1083-1310	2347-2838	34,060
*8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL.....	Z	53.6	1255-1520	61	54.0	1279-1550	2771-3358	40,300
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL....	Z	57.1	1484-1800	55	57.5	1513-1835	3278-3976	47,710
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	61.1	1800-2188	68	61.5	1835-2230	3976-4832	57,980
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	63.1	1985-2412	11	63.5	2023-2459	4383-5328	63,934
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL.....	Z	62.6	1936-2354	34	63.0	1975-2401	4279-5202	62,426
8183	ASSISTANT CHIEF ATTORNEY II (CIVIL AND C	Z	63.6	2033-2472	4	64.0	2074-2521	4494-5462	65,546
8184	CHIEF ATTORNEY II.....	Z	65.8	2264-2752	4	66.2	2309-2806	5003-6080	72,956
8185	DIRECTOR, FAMILY SUPPORT BUREAU.....	Z	64.2	2094-2545	1	64.6	2135-2596	4626-5625	67,496
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	61.1	1800-2188	1	61.5	1835-2230	3976-4832	57,980
8190	ATTORNEY, TAX COLLECTOR.....	Z	61.1	1800-2188	1	61.5	1835-2230	3976-4832	57,980
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	61.1	1800-2188	1	61.5	1835-2230	3976-4832	57,980
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)...	Z	64.6	2135-2596	1	65.0	2178-2647	4719-5735	68,822

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 260

SAE750 8204 INSTITUTIONAL POLICE OFFICER.....

1983-84 SALARY SCHEDULE 41.2 APPROX $1510 - $1667 - $1824 MO.
$8.71 - $9.61 - $10.52 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	38	8.71	9.61	10.52		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	45	9.37	10.32	11.26	464.40	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	15	7.67	8.39	9.10	125.85	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
SANTA CLARA COUNTY	17	7.59	8.37	9.14	142.29	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
OAKLAND CITY SCHOOL DIST.	2	7.78	8.61	9.44	17.22	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	14	10.23	11.27	12.30	157.78	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	43	10.23	11.27	12.30	484.61	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 6	136	.....			1,392.15											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8204 INSTITUTIONAL POLICE OFFICER..... *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7270	WATERSHED KEEPER SUPERVISOR.....		42.5	742- 895	3	43.9	792- 956	1716-2071	24,856
7426	ELEVATOR OPERATOR.....	Z	33.0	475- 572	4	34.4	508- 611	1101-1324	15,886
7470	WATERSHED KEEPER.....		41.2	697- 842	22	42.6	745- 899	1614-1948	23,374
7542	WATERSHED WORKER (SEASONAL AS NEEDED)...			6.39 HR	0		6.84 HR		
8201	SCHOOL CROSSING GUARD.....			5.09 HR	0		5.45 HR		
8202	SECURITY GUARD.....		35.0	521- 628	65	36.4	557- 671	1207-1454	17,446
8203	SCHOOL PATROL AIDE.....		39.0	628- 758	1	40.4	671- 810	1454-1755	21,060
*8204	INSTITUTIONAL POLICE OFFICER.....		41.2	697- 842	38	42.6	745- 899	1614-1948	23,374
8205	INSTITUTIONAL POLICE SERGEANT.....		43.4	773- 934	7	44.8	826- 998	1790-2162	25,948
8206	INSTITUTIONAL POLICE CAPTAIN.....		47.4	934-1131	2	48.8	998-1208	2162-2617	31,408
8207	BUILDING AND GROUNDS PATROL OFFICER.....		39.0	628- 758	34	40.4	671- 810	1454-1755	21,060
8208	PARK PATROL OFFICER.....		39.0	628- 758	18	40.4	671- 810	1454-1755	21,060
8209	INSTITUTIONAL POLICE LIEUTENANT.....		45.4	850-1027	1	46.8	908-1099	1967-2381	28,574
8210	HEAD PARK PATROL OFFICER.....		43.4	773- 934	1	44.8	826- 998	1790-2162	25,948
8221	SECURITY SERVICES MANAGER, PUC.....	Z	55.1	1349-1634	1	56.5	1443-1748	3127-3787	45,448
8226	MUSEUM GUARD.....		39.0	628- 758	45	40.4	671- 810	1454-1755	21,060
8228	SENIOR MUSEUM GUARD.....		41.2	697- 842	2	42.6	745- 899	1614-1948	23,374
8230	CHIEF MUSEUM GUARD.....		43.4	773- 934	2	44.8	826- 998	1790-2162	25,948
8272	TECH INSTRUCT ASST, CAMPUS CONTROL.....		36.0	546- 658	1	37.4	583- 704	1263-1525	18,304
8280	ENVIRONMENTAL CONTROL OFFICER.....		40.0	658- 796	8	41.4	704- 850	1525-1842	22,100
8482	CRIME PREVENTION WORKER.....			611- 611	0		654- 654	1417-1417	17,004
8484	SUPERVISING CRIME PREVENTION WORKER.....			839- 839	0		898- 898	1946-1946	23,348
8488	DIRECTOR, CRIME PREVENTION PROGRAM.....			1111-1111	0		1189-1189	2576-2576	30,914
9918	PUBLIC SERVICE AIDE-SECURITY.....			495- 495	0		530- 530	1148-1148	13,780
9980	FIRE SAFETY TECHNICIAN.....			5.92 HR	0		6.33 HR		

NUMBER OF CLASSES THIS BENCHMARK..... 25
NUMBER OF POSITIONS THIS BENCHMARK..... 255

SAE750 8214 PARKING CONTROL OFFICER.....

1983-84 SALARY SCHEDULE 40.0 APPROX $1425 - $1575 - $1724 MO.
$8.22 - $9.08 - $9.95 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	186	8.22	9.08	9.95		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
CITY OF BERKELEY	12	8.38	8.66	8.93	103.92	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF DALY CITY	3	6.93	7.68	8.43	23.04	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF OAKLAND	20	8.28	9.02	9.75	180.40	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	10	7.91	8.76	9.61	87.60	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN MATEO	11	7.71	8.46	9.20	93.06	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SAN MATEO	0	8.47	9.29	10.11	0.00	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
U. C. BERKELEY	5	6.71	7.28	7.84	36.40	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
CITY OF LOS ANGELES	345	8.26	9.26	10.26	3194.70	40.0	12	N	N	12	Y	N	17%	70	180	10-15-20-20
CITY OF SAN DIEGO	17	6.98	7.69	8.39	130.73	40.0	9	Y	Y	17	N	N	3%	30	0	17- 0- 0- 0
TOTALS 9	423	.....			3,849.85											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8214 PARKING CONTROL OFFICER *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
7454	TRAFFIC SIGNAL OPERATOR	37.0	572- 691	8	37.1	575- 694	1246-1504	18,044
8213	POLICE SERVICES AIDE	45.6	858-1037	29	45.7	862-1042	1868-2258	27,092
*8214	PARKING CONTROL OFFICER	40.0	658- 796	186	40.1	661- 800	1432-1733	20,800
8215	TRAFFIC CONTROL OFFICER	41.0	691- 834	0	41.1	694- 838	1504-1816	21,788
8274	POLICE CADET		544 544	5		547- 547	1185-1185	14,222

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 228

SAE750 8238 POLICE COMMUNICATIONS DISPATCHER.....

1983-84 SALARY SCHEDULE 42.3 APPROX $1592 - $1757 - $1921 MO.
$9.18 - $10.13 - $11.08 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	101	9.18	10.13	11.08		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
ALAMEDA COUNTY	43	8.38	9.23	10.07	396.89	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	38	8.43	9.34	10.25	354.92	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	11	8.42	9.28	10.13	102.08	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SANTA CLARA COUNTY	63	9.27	10.23	11.19	644.49	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
SANTA CLARA COUNTY	47	10.33	11.40	12.47	535.80	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF DALY CITY	13	8.63	9.56	10.49	124.28	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF OAKLAND	54	10.18	10.71	11.24	578.34	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
TOTALS 7	269	.....			2,736.80											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.17 HR. 1762 MO. *
* RATE RANGE 9.15 TO 11.19 HR. 1586 TO 1939 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8238 POLICE COMMUNICATIONS DISPATCHER..... *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
1706	TELEPHONE OPERATOR.....	35.5	534- 644	21	35.7	539- 650	1168-1408	16,900
1708	SENIOR TELEPHONE OPERATOR.....	37.5	586- 707	37	37.7	591- 714	1281-1547	18,564
1710	CHIEF TELEPHONE OPERATOR.....	40.5	674- 814	3	40.7	681- 822	1476-1781	21,372
8234	FIRE ALARM DISPATCHER.....	45.4	850-1027	5	45.6	858-1037	1859-2247	26,962
8236	CHIEF FIRE ALARM DISPATCHER.....	48.9	1003-1214	0	49.1	1013-1226	2195-2656	31,876
*8238	POLICE COMMUNICATIONS DISPATCHER.....	42.3	735- 887	101	42.5	742- 895	1608-1939	23,270
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER.	45.3	846-1022	0	45.5	854-1032	1850-2236	26,832
9202	AIRPORT COMMUNICATIONS OPERATOR.....	40.3	668- 807	20	40.5	674- 814	1460-1764	21,164
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION.	42.3	735- 887	7	42.5	742- 895	1608-1939	23,270
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....	47.0	916-1109	1	47.2	925-1120	2004-2427	29,120
9205	AIRPORT COMMUNICATIONS COORDINATOR..... Z	51.0	1109-1342	1	51.2	1120-1355	2427-2936	35,230

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 196

SAE750 8260 CRIMINALIST.....

1983-84 SALARY SCHEDULE 52.2 APPROX $2543 - $2811 - $3078 MO.
$14.67 - $16.21 - $17.76 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	7	14.67	16.21	17.76		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
ALAMEDA COUNTY	2	14.00	15.42	16.83	30.84	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
ALAMEDA COUNTY	5	15.35	16.93	18.50	84.65	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	0	12.36	13.69	15.02	0.00	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
CONTRA COSTA COUNTY	10	14.30	15.84	17.38	158.40	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
SAN MATEO COUNTY	3	13.94	15.68	17.42	47.04	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	0	13.01	14.38	15.75	0.00	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
SANTA CLARA COUNTY	5	15.02	16.60	18.17	83.00	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF OAKLAND	3	17.15	18.06	18.97	54.18	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
TOTALS 8	28	.....			458.11											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 16.36 HR. 2835 MO. *
* RATE RANGE 14.72 TO 18.00 HR. 2551 TO 3120 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8260 CRIMINALIST *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
8249	FINGERPRINT TECHNICIAN I		42.0	724- 874	0	42.2	731- 882	1584-1911	22,932
8250	FINGERPRINT TECHNICIAN II		43.4	773- 934	26	43.6	781- 943	1692-2043	24,518
8251	FINGERPRINT TECHNICIAN III		44.9	830-1003	6	45.1	838-1013	1816-2195	26,338
*8260	CRIMINALIST	Z	52.2	1174-1421	7	52.4	1185-1436	2568-3111	37,336
8262	SENIOR CRIMINALIST	Z	57.2	1491-1809	2	57.4	1506-1827	3263-3959	47,502

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 41

SAE750 8304 DEPUTY SHERIFF.....

1983-84 SALARY SCHEDULE 45.7 APPROX $1867 - $2062 - $2257 MO.
$10.77 - $11.90 - $13.02 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	231	10.77	11.90	13.02		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	548	9.84	10.57	11.30	5792.36	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	466	11.12	12.31	13.50	5736.46	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	298	10.88	12.05	13.22	3590.90	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	28	8.88	9.83	10.78	275.24	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
MARIN COUNTY	63	9.79	10.84	11.89	672.08	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	148	11.04	12.42	13.80	1838.16	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	395	11.75	13.02	14.28	5142.90	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
SANTA CLARA COUNTY	132	12.34	13.67	14.99	1804.44	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
TOTALS 8	2,077	.....	.....		24,852.54											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.97 HR. 2074 MO.
RATE RANGE 10.77 TO 13.17 HR. 1866 TO 2282 MO.

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8304 DEPUTY SHERIFF *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8217	STATION OFFICER		45.7	862-1042	5	45.9	870-1052	1885-2279	27,352
8301	SHERIFF'S PROPERTY KEEPER		40.4	671- 810	0	40.6	677- 818	1467-1772	21,268
8303	SHERIFF'S CIVIL PROCESS ASSISTANT		41.4	704- 850	1	41.6	710- 858	1538-1859	22,308
*8304	DEPUTY SHERIFF		45.7	862-1042	231	45.9	870-1052	1885-2279	27,352
8306	SENIOR DEPUTY SHERIFF		47.8	952-1152	82	48.0	961-1163	2082-2520	30,238
8308	SHERIFF'S SERGEANT		49.8	1047-1267	27	50.0	1057-1279	2290-2771	33,254
8310	SHERIFF'S LIEUTENANT		52.6	1197-1450	15	52.8	1208-1463	2617-3170	38,038
8312	SHERIFF'S CAPTAIN	Z	55.4	1368-1658	3	55.6	1381-1674	2992-3627	43,524
8314	CHIEF DEPUTY SHERIFF	Z	57.4	1506-1827	3	57.6	1520-1844	3293-3995	47,944
8315	ASSISTANT SHERIFF		59.4	1658-2014	1	59.6	1674-2033	3627-4405	52,858
9210	AIRPORT POLICE OFFICER		46.7	903-1093	136	46.9	912-1104	1976-2392	28,704
9211	AIRPORT POLICE SERGEANT		49.8	1047-1267	18	50.0	1057-1279	2290-2771	33,254
9215	AIRPORT POLICE LIEUTENANT		52.6	1197-1450	8	52.8	1208-1463	2617-3170	38,038
9216	AIRPORT POLICE CAPTAIN		55.4	1368-1658	4	55.6	1381-1674	2992-3627	43,524
9218	CHIEF, BUREAU OF AIRPORT SECURITY	Z		1956-1956	1		1976-1976	4281-4281	51,376
9350	HARBOR POLICE OFFICER		46.7	903-1093	4	46.9	912-1104	1976-2392	28,704

NUMBER OF CLASSES THIS BENCHMARK..... 16
NUMBER OF POSITIONS THIS BENCHMARK..... 539

SAE750 8320 COUNSELOR-JUVENILE HALL.....

1983-84 SALARY SCHEDULE 42.7 APPROX $1620 - $1788 - $1956 MO.
$9.35 - $10.31 - $11.28 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	43	9.35	10.31	11.28		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	0	10.30	11.35	12.40	0.00	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	74	8.72	9.66	10.60	714.84	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	8	8.58	9.51	10.43	76.08	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	5	9.85	10.92	11.99	54.60	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	22	9.01	10.14	11.26	223.08	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	20	8.76	9.71	10.66	194.20	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
SANTA CLARA COUNTY	76	10.15	11.25	12.34	855.00	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
TOTALS 7	205		.....		2,117.80											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8320 COUNSELOR-JUVENILE HALL..... *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8316	ASSISTANT COUNSELOR.....		37.4	583- 704	16	37.5	586- 707	1270-1532	18,382
8318	COUNSELOR II.....		44.7	822- 994	9	44.8	826- 998	1790-2162	25,948
*8320	COUNSELOR-JUVENILE HALL.....		42.7	748- 903	43	42.8	752- 908	1629-1967	23,608
8321	COUNSELOR-BOYS' RANCH SCHOOL.....		44.2	803- 970	11	44.3	807- 975	1749-2113	25,350
8322	SENIOR COUNSELOR-JUVENILE HALL.....		46.7	903-1093	8	46.8	908-1099	1967-2381	28,574
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL...		47.0	916-1109	1	47.1	920-1114	1993-2414	28,964
8324	SUPERVISING COUNSELOR, (JUVENILE COURT).		49.0	1008-1220	3	49.1	1013-1226	2195-2656	31,876
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	50.7	1093-1323	2	50.8	1099-1329	2381-2880	34,554
8330	DIRECTOR, BOYS' RANCH SCHOOL.....	Z	52.9	1214-1470	1	53.0	1220-1477	2643-3200	38,402
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	50.7	1093-1323	1	50.8	1099-1329	2381-2880	34,554
8344	DIRECTOR OF JUVENILE HALL.....	Z	55.9	1401-1698	1	56.0	1407-1706	3049-3696	44,356

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 96

SAE750

8440 PROBATION OFFICER.....

1983-84 SALARY SCHEDULE 47.0

APPROX $1984 - $2193 - $2402 MO.
$11.45 - $12.65 - $13.86 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	89	11.45	12.65	13.86		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	51	12.40	13.68	14.95	697.68	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
STATE OF CALIFORNIA	28	12.40	11.20	14.95	313.60	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	5	9.74	11.20	12.66	56.00	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	0	11.78	13.55	15.32	0.00	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	26	14.12	16.24	18.36	422.24	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	180	10.43	11.58	12.72	2084.40	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	7	10.73	11.89	13.04	83.23	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
CONTRA COSTA COUNTY	109	11.54	12.79	14.04	1394.11	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	29	9.85	10.92	11.99	316.68	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	14	11.18	12.58	13.98	176.12	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SAN MATEO COUNTY	107	11.83	13.31	14.79	1424.17	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	0	11.19	12.40	13.60	0.00	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
SANTA CLARA COUNTY	184	12.34	13.67	15.00	2515.28	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
TOTALS 13	740	.....			9,483.51											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8440 PROBATION OFFICER.....*

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
8407	TRAFFIC HEARING OFFICER, JUVENILE COURT.	Z	53.0	1220-1477	1	53.3	1237-1499	2680-3248	38,974
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	51.0	1109-1342	14	51.3	1125-1362	2438-2951	35,412
8419	PRISONER SERVICES COUNSELOR.....		47.5	938-1136	17	47.8	952-1152	2063-2496	29,952
8420	REHABILITATION SERVICES COORDINATOR.....	Z	49.5	1032-1249	2	49.8	1047-1267	2269-2745	32,942
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....	Z	40.2	664- 803	0	40.5	674- 814	1460-1764	21,164
8423	NEIGHBORHOOD COORDINATOR.....	Z	44.2	803- 970	0	44.5	814- 984	1764-2132	25,584
8424	SENIOR NEIGHBORHOOD COORDINATOR.....	Z	49.0	1008-1220	0	49.3	1022-1237	2214-2680	32,162
8425	PROJECT COORDINATOR, SAFE.....	Z	51.0	1109-1342	0	51.3	1125-1362	2438-2951	35,412
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	51.0	1109-1342	8	51.3	1125-1362	2438-2951	35,412
*8440	PROBATION OFFICER.....		47.0	916-1109	89	47.3	929-1125	2013-2438	29,250
8442	SENIOR PROBATION OFFICER.....		49.0	1008-1220	49	49.3	1022-1237	2214-2680	32,162
8446	COURT ALTERNATIVE SPECIALIST I.....		44.0	796- 961	4	44.3	807- 975	1749-2113	25,350
8448	COURT ALTERNATIVE SPECIALIST II.....		48.0	961-1163	3	48.3	975-1180	2113-2557	30,680
8450	CRIMINAL JUSTICE SPECIALIST I.....	Z	44.2	803- 970	1	44.5	814- 984	1764-2132	25,584
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	50.6	1088-1316	5	50.9	1104-1336	2392-2895	34,736
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	53.9	1273-1543	2	54.2	1291-1565	2797-3391	40,690
8464	ASST SECRETARY, COUNTY PAROLE COMM.....		44.2	803- 970	1	44.5	814- 984	1764-2132	25,584
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	56.8	1463-1773	1	57.1	1484-1800	3215-3900	46,800

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 197

SAE750 9220 AIRPORT OPERATIONS SUPERVISOR.....

1983-84 SALARY SCHEDULE 52.4 APPROX $2567 - $2839 - $3111 MO.
$14.81 - $16.38 - $17.95 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	9	14.81	16.38	17.95		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
CITY OF SAN JOSE	3	14.55	16.12	17.68	48.36	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
PORT OF OAKLAND	6	15.47	16.39	17.30	98.34	35.5	14	Y	Y	12	Y	N	18%	182	182	10-15-18-25
ORANGE COUNTY	1	15.29	19.16	23.03	19.16	40.0	11	Y	Y	12	Y	N	15%	195	195	10-15-20-20
CITY OF LOS ANGELES	0	13.31	14.92	16.53	0.00	40.0	12	N	N	12	Y	N	17%	70	180	10-15-20-20
CITY OF LOS ANGELES	13	14.89	16.70	18.51	217.10	40.0	12	N	N	12	Y	N	17%	70	180	10-15-20-20
TOTALS	5	23	.....		382.96											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 9220 AIRPORT OPERATIONS SUPERVISOR..... *
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			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
5285	AIRPORT NOISE ABATEMENT OFFICER.....	Z	56.6	1450-1756	1	57.0	1477-1791	3200-3881	46,566
9212	AIRFIELD SAFETY OFFICER.....		47.7	947-1147	16	48.1	966-1169	2093-2533	30,394
9213	SENIOR AIRFIELD SAFETY OFFICER.....		49.7	1042-1261	9	50.1	1062-1285	2301-2784	33,410
*9220	AIRPORT OPERATIONS SUPERVISOR.....		52.4	1185-1436	9	52.8	1208-1463	2617-3170	38,038
9222	AIRPORT OPERATIONS COORDINATOR.....	Z	54.9	1336-1618	3	55.3	1362-1650	2951-3575	42,900
9226	AIRPORT OPERATIONS SUPERINTENDENT.....	Z	57.4	1506-1827	2	57.8	1535-1862	3326-4034	48,412
9250	AIRPORT MAINTENANCE SUPERVISOR.....	Z	53.2	1232-1491	2	53.6	1255-1520	2719-3293	39,520
9252	AIRPORT MAINTENANCE SUPERINTENDENT.....	Z	57.4	1506-1827	1	57.8	1535-1862	3326-4034	48,412
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS...	Z	60.1	1714-2084	1	60.5	1748-2124	3787-4602	55,224
9255	AIRPORT ECONOMIC PLANNER.....	Z	56.6	1450-1756	1	57.0	1477-1791	3200-3881	46,566
9256	AIRPORT ASST GEN MGR, OPERATIONS & MAINT	Z	60.1	1714-2084	2	60.5	1748-2124	3787-4602	55,224
9258	AIRPORT ASST DEPUTY DIRECTOR, BUS ADMIN.	Z	60.1	1714-2084	1	60.5	1748-2124	3787-4602	55,224
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL	Z	60.1	1714-2084	1	60.5	1748-2124	3787-4602	55,224
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z	65.6	2242-2726	1	66.0	2287-2779	4955-6021	72,254

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 50

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS - GROUP A *

			1983-84			1984-85 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1104	PARKING AUTHORITY DIRECTOR	Z	53.3	1237-1499	1	54.0	1279-1550	2771-3358	40,300
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM	Z	60.3	1731-2104	1	61.0	1791-2178	3881-4719	56,628
1112	RETIREMENT SYSTEM GENERAL MANAGER	Z	63.5	2023-2459	1	64.2	2094-2545	4537-5514	66,170
1126	PUBLIC ADMINISTRATOR	Z	58.5	1588-1927	1	59.2	1642-1994	3558-4320	51,844
1128	REGISTRAR OF VOTERS-RECORDER	Z	59.7	1682-2043	1	60.4	1740-2115	3770-4583	54,990
1129	CHIEF DEPUTY REGISTRAR OF VOTERS-RECORD	Z	51.5	1136-1375	1	52.2	1174-1421	2544-3079	36,946
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN	Z	50.8	1099-1329	2	51.5	1136-1375	2461-2979	35,750
1136	ASSISTANT COUNTY CLERK	Z	54.0	1279-1550	1	54.7	1323-1603	2867-3473	41,678
1142	COUNTY CLERK	Z	59.7	1682-2043	1	60.4	1740-2115	3770-4583	54,990
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS	Z	59.9	1698-2063	1	60.6	1756-2135	3805-4626	55,510
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK	Z	65.6	2242-2726	1	66.3	2319-2819	5025-6108	73,294
1164	ADMINISTRATOR, SFGH MEDICAL CENTER	Z	67.6	2472-3005	1	68.3	2557-3108	5540-6734	80,808
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	69.5	2711-3295	1	70.2	2806-3410	6080-7388	88,660
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER	Z	62.2	1899-2309	1	62.9	1965-2388	4258-5174	62,088
1182	CHIEF ADMINISTRATIVE OFFICER	Z	70.0	2779-3378	1	70.7	2874-3493	6227-7568	90,818
1190	MAYOR	Z		3421-3421	1		3541-3541	7672-7672	92,066
1288	ASSISTANT GENERAL MANAGER, PERSONNEL	Z	61.3	1818-2209	0	62.0	1881-2287	4076-4955	59,462
1292	GENERAL MANAGER, PERSONNEL	Z	64.6	2135-2596	1	65.3	2209-2685	4786-5818	69,810
1565	ASSISTANT DIRECTOR, ART COMMISSION	Z	51.2	1120-1355	1	51.9	1158-1401	2509-3036	36,426
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	59.5	1666-2023	1	60.2	1723-2094	3733-4537	54,444
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE	Z	64.9	2166-2632	1	65.6	2242-2726	4858-5906	70,876
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC	Z		2711-2711	1		2806-2806	6080-6080	72,956
1680	CHIEF ASSISTANT CONTROLLER	Z	67.3	2435-2960	1	68.0	2521-3064	5462-6639	79,664
1682	CONTROLLER	Z		3210-3210	1		3322-3322	7198-7198	86,372
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	54.4	1304-1580	1	55.1	1349-1634	2923-3540	42,484
1890	MANAGER, DATA PROCESSING, SFUSD	Z	61.0	1791-2178	1	61.7	1853-2252	4015-4879	58,552
1895	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC	Z		2546-2546	0		2635-2635	5709-5709	68,510
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM	Z	64.9	2166-2632	1	65.6	2242-2726	4858-5906	70,876
2143	HOSPITAL ASSISTANT ADMINISTRATOR	Z	58.5	1588-1927	10	59.2	1642-1994	3558-4320	51,844
2145	HOSPITAL ASSOCIATE ADMINISTRATOR	Z	62.7	1946-2365	4	63.4	2014-2449	4364-5306	63,674
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL	Z	64.2	2094-2545	1	64.9	2166-2632	4693-5703	68,432
2581	ADMINISTRATIVE CORONER	Z	57.0	1477-1791	1	57.7	1528-1853	3311-4015	48,178
2893	DEPUTY DIRECTOR OF ADMINISTRATION	Z	60.0	1706-2074	0	60.7	1765-2145	3824-4648	55,770
2897	DEPUTY DIR FOR PROG PLAN DEV, RES, EVAL	Z	66.6	2354-2862	1	67.3	2435-2960	5276-6413	76,960
2985	DEPUTY DIR, COMMISSION ON AGING	Z	55.4	1368-1658	1	56.1	1414-1714	3064-3714	44,564
2988	DIRECTOR, AGING PROGRAM	Z	58.8	1611-1955	1	59.5	1666-2023	3610-4383	52,598
3138	ASSISTANT GENERAL MGR FOR ADMIN	Z		1731-2104	1	61.0	1731-2104	3751-4559	54,704

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS - GROUP A *

			1983-84			1984-85 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
3562	DIRECTOR, CULTURAL AFFAIRS	Z	56.3	1429-1731	1	57.0	1477-1791	3200-3881	46,566
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS..	Z	58.8	1611-1955	1	59.5	1666-2023	3610-4383	52,598
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	58.2	1565-1899	1	58.9	1618-1965	3506-4258	51,090
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR...		65.2	2199-2672	1	65.9	2274-2764	4927-5989	71,864
4373	DEPUTY TAX ADMINISTRATOR	Z	59.9	1698-2063	1	60.6	1756-2135	3805-4626	55,510
4374	TAX ADMINISTRATOR	Z	62.1	1890-2297	1	62.8	1955-2377	4236-5150	61,802
4384	CHIEF ASSISTANT TREASURER	Z	59.9	1698-2063	1	60.6	1756-2135	3805-4626	55,510
4390	TREASURER	Z		2460-2460	1		2546-2546	5516-5516	66,196
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	57.1	1484-1800	2	57.8	1535-1862	3326-4034	48,412
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT	Z	59.1	1634-1985	1	59.8	1690-2053	3662-4448	53,378
5132	MANAGER, BUR OF WATER POLLUTION CONTROL.	Z	63.7	2043-2483	1	64.4	2115-2571	4583-5571	66,846
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL.	Z	61.7	1853-2252	1	62.4	1918-2332	4156-5053	60,632
5170	STREET CLEANING AND PLANTING SUPT	Z	59.1	1634-1985	1	59.8	1690-2053	3662-4448	53,378
5171	STREET REPAIR ASSISTANT SUPERINTENDENT..	Z	57.1	1484-1800	1	57.8	1535-1862	3326-4034	48,412
5172	STREET REPAIR SUPERINTENDENT	Z	56.7	1457-1765	0	57.4	1506-1827	3263-3959	47,502
5173	STREET CLEANING & PLANTING ASST SUPT	Z	57.1	1484-1800	2	57.8	1535-1862	3326-4034	48,412
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	65.9	2274-2764	1	66.6	2354-2862	5100-6201	74,412
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE	Z	59.7	1682-2043	0	60.4	1740-2115	3770-4583	54,990
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM.	Z	65.9	2274-2764	1	66.6	2354-2862	5100-6201	74,412
5192	ASSISTANT TO DIRECTOR OF PUBLIC WORKS	Z	65.2	2199-2672	1	65.9	2274-2764	4927-5989	71,864
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN..	Z	65.9	2274-2764	1	66.6	2354-2862	5100-6201	74,412
5194	DEP DIRECTOR OF DPW FOR OPERATIONS	Z	65.9	2274-2764	1	66.6	2354-2862	5100-6201	74,412
7119	MANAGER, SEWER REPAIR		59.1	1634-1985	1	59.8	1690-2053	3662-4448	53,378
7280	SEWER REPAIR ASST SUPERINTENDENT	Z	57.1	1484-1800	1	57.8	1535-1862	3326-4034	48,412
8246	DIRECTOR, EMERGENCY SERVICES	Z	54.7	1323-1603	1	55.4	1368-1658	2964-3592	43,108
8247	EMERGENCY PLANNING COORDINATOR		51.1	1114-1349	2	51.8	1152-1394	2496-3020	36,244
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	62.4	1918-2332	1	63.1	1985-2412	4301-5226	62,712
9185	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	62.4	1918-2332	1	63.1	1985-2412	4301-5226	62,712
9186	GENERAL MANAGER, MUNICIPAL RAILWAY	Z	66.4	2332-2835	1	67.1	2412-2933	5226-6355	76,258
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		62.4	1918-2332	1	63.1	1985-2412	4301-5226	62,712
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	65.6	2242-2726	1	66.3	2319-2819	5025-6108	73,294
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	65.6	2242-2726	1	66.3	2319-2819	5025-6108	73,294
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	65.6	2242-2726	1	66.3	2319-2819	5025-6108	73,294
9278	DIRECTOR OF AIRPORTS	Z	67.8	2496-3035	1	68.5	2582-3138	5594-6799	81,588
*9998	MULTIPLE BENCHMARK CLASSES - GROUP A				0				

NUMBER OF CLASSES THIS BENCHMARK..... 72
NUMBER OF POSITIONS THIS BENCHMARK..... 82

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS - GROUP B *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1150	GENERAL MANAGER, DEPT OF ELECTRICITY....	Z	61.3	1818-2209	1	61.9	1871-2274	4054-4927	59,124
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	58.9	1618-1965	1	59.7	1682-2043	3644-4427	53,118
1162	DIRECTOR OF PURCHASING AND SERVICES.....	Z	62.4	1918-2332	1	63.2	1994-2424	4320-5252	63,024
1168	DIRECTOR OF HEALTH.....	Z	69.4	2700-3282	1	70.1	2793-3396	6052-7358	88,296
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	62.7	1946-2365	2	63.6	2033-2472	4405-5356	64,272
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING...	Z	67.2	2424-2946	1	68.1	2533-3080	5488-6673	80,080
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL.	Z	64.8	2156-2621	1	65.5	2230-2711	4832-5874	70,486
2584	CHIEF MEDICAL EXAMINER - CORONER.....	Z	67.1	2412-2933	1	67.8	2496-3035	5408-6576	78,910
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CHHS.	Z	65.8	2264-2752	2	66.5	2342-2847	5074-6169	74,022
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH..	Z	66.0	2287-2779	1	66.7	2365-2874	5124-6227	74,724
2894	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH..	Z	66.3	2319-2819	1	67.0	2401-2918	5202-6322	75,868
2895	PROGRAM CHIEF, CHHS.....		66.3	2319-2819	1	67.0	2401-2918	5202-6322	75,868
2896	DEPUTY DIRECTOR FOR COMM HEALTH PROG....	Z	66.8	2377-2890	1	67.5	2459-2989	5328-6476	77,714
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV..	Z	61.0	1791-2178	1	61.7	1853-2252	4015-4879	58,552
2974	GENERAL MANAGER, DEPT OF SOC SERVICES...	Z	65.2	2199-2672	1	65.9	2274-2764	4927-5989	71,864
2986	DIRECTOR, HUMAN RIGHTS COMMISSION.....	Z	58.5	1588-1927	1	59.3	1650-2004	3575-4342	52,104
3140	GENERAL MANAGER, REC PARK DEPT.....	Z	64.8	2156-2621	1	65.5	2230-2711	4832-5874	70,486
3294	RECREATION SUPERINTENDENT.....	Z	60.3	1731-2104	1	61.7	1853-2252	4015-4879	58,552
3350	PARKS SUPERINTENDENT.....	Z	60.3	1731-2104	1	61.7	1853-2252	4015-4879	58,552
3453	ASST AGRIC COMM SEALER OF WGHTS-MEAS....	Z	48.7	994-1203	1	49.3	1022-1237	2214-2680	32,162
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	59.3	1650-2004	1	59.9	1698-2063	3679-4470	53,638
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	Z	62.9	1965-2388	1	63.5	2023-2459	4383-5328	63,934
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS...	Z	58.8	1611-1955	1	59.4	1658-2014	3592-4364	52,364
3668	ASSISTANT CITY LIBRARIAN.....	Z	57.9	1543-1871	0	58.5	1588-1927	3441-4175	50,102
3670	CITY LIBRARIAN.....	Z	64.3	2104-2557	1	64.9	2166-2632	4693-5703	68,432
4144	ASSISTANT DIRECTOR OF PROPERTY.....	Z	60.2	1723-2094	1	60.8	1773-2156	3842-4671	56,056
4150	DIRECTOR OF PROPERTY.....	Z	62.5	1927-2342	1	63.1	1985-2412	4301-5226	62,712
4282	CHIEF ASSISTANT ASSESSOR.....	Z	61.8	1862-2264	1	62.4	1918-2332	4156-5053	60,632
4290	ASSESSOR.....	Z		2786-2786	1		2870-2870	6218-6218	74,620
5115	DEPUTY DIRECTOR OF PLANNING.....		62.8	1955-2377	1	63.6	2033-2472	4405-5356	64,272
5116	DIRECTOR OF PLANNING.....	Z	66.8	2377-2890	1	67.6	2472-3005	5356-6511	78,130
5122	ASSISTANT CITY ARCHITECT.....		61.8	1862-2264	1	62.4	1918-2332	4156-5053	60,632
5124	CITY ARCHITECT.....	Z	63.8	2053-2496	1	64.4	2115-2571	4583-5571	66,846
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER.	Z	67.7	2483-3018	1	68.3	2557-3108	5540-6734	80,808
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC.	Z		2996-2996	1		3086-3086	6686-6686	80,236
5190	DIRECTOR OF PUBLIC WORKS.....	Z	69.5	2711-3295	1	70.1	2793-3396	6052-7358	88,296
5802	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z		2305-2305	1		2420-2420	5243-5243	62,920

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS - GROUP B *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z		1695-1695	0		1746-1746	3783-3783	45,396
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z		2002-2002	0		2062-2062	4468-4468	53,612
8196	PUBLIC DEFENDER	Z		2739-2739	1		2835-2835	6143-6143	73,710
8197	CITY ATTORNEY	Z		2931-2931	1		3034-3034	6574-6574	78,884
8198	DISTRICT ATTORNEY	Z		2931-2931	1		3034-3034	6574-6574	78,884
8348	UNDERSHERIFF	Z	60.4	1740-2115	1	61.0	1791-2178	3881-4719	56,628
8350	SHERIFF	Z		2314-2314	1		2383-2383	5163-5163	61,958
8415	SR SUPV PROBATION OFFICER, JUV COURT	Z	53.7	1261-1528	3	54.3	1298-1573	2812-3408	40,898
8416	ASST CHIEF PROBATION OFFICER, JUV COURT.	Z	55.9	1401-1698	1	56.5	1443-1748	3127-3787	45,448
8418	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	62.3	1909-2319	1	62.9	1965-2388	4258-5174	62,088
8435	SR SUPERVISING ADULT PROBATION OFFICER..	Z	53.7	1261-1528	2	54.3	1298-1573	2812-3408	40,898
8436	CHIEF ADULT PROBATION OFFICER	Z	59.4	1658-2014	1	60.0	1706-2074	3696-4494	53,924

NUMBER OF CLASSES THIS BENCHMARK..... 49
NUMBER OF POSITIONS THIS BENCHMARK..... 51

GRAND TOTAL NUMBER OF CLASSES..... 1396
GRAND TOTAL NUMBER OF POSITIONS..... 19286

SALARY AND WAGE SURVEY STAFF RECOMMENDATIONS

APPLICABLE TO EMPLOYEES IN CLASSES GOVERNED BY THE PROVISIONS OF CHARTER SECTIONS 8.400, 8.401 & 8.407 JANUARY 14, 1985

FISCAL YEAR 1985-1986

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SALARY AND WAGE SURVEY
STAFF RECOMMENDATIONS

APPLICABLE TO EMPLOYEES IN CLASSES GOVERNED BY THE PROVISIONS OF CHARTER SECTIONS 8.400, 8.401 & 8.407 JANUARY 14, 1985

FISCAL YEAR 1985-1986

SAN FRANCISCO CIVIL SERVICE COMMISSION 151 CITY HALL

SALARY SURVEY REPORT

1985-86

Please Note: The data included in this report were compiled prior to January 1, 1985, and recommendations based thereon are preliminary. The Civil Service Commission will present to the Board of Supervisors final salary recommendations for 1985-86 based on the latest data available circa mid-March, 1985.

In accordance with applicable provisions of the Charter of the City and County of San Francisco, data displayed on the following pages were collected for 56 "benchmark" classifications by the Civil Service Commission staff from Bay Area public agencies in the counties of Alameda, Contra Costa, Marin, San Francisco, San Mateo and Santa Clara; the ten most populous cities in these counties; San Jose, Oakland, Daly City, Berkeley, Hayward, Fremont, San Mateo, Concord, Santa Clara, Sunnyvale; and agencies of the State and Federal governments, school districts and other special districts in the six Bay Area Counties.

Where it was determined that insufficient salary and wage data were available from Bay Area public jurisdictions, the staff surveyed major public agencies in other parts of the State which employ more than 3,000 persons.

Additionally, private basic pay rate data are included in the survey and were collected by a recognized governmental Bay Area salary and wage survey of private employers in the Bay Area cities and counties listed above.

There are approximately 27,413 permanent positions established in the City and County service, exclusive of certified personnel in the Board of Education. The compensations for these employments are fixed as follows:

Type of Employment	No of Classes	No. of Positions	Method
Miscellaneous, including Trades and Crafts employees	1,422	20,406	Rates set in accordance with generally prevailing wages for like service and working conditions in private employment and in other comparable governmental organizations in the State of California. Charter Section 8.400, 8.401 and 8.407. A complete study of internal adjustments has not been completed as of this printing. Such studies and reports will be presented to the Civil Service Commission for its consideration during the remainder of the salary standardization procedure.
Railway Platform Personnel	1	1,946	Rates set yearly, not to exceed the average of the two highest wage schedules paid comparable classifications by street railway systems employing not less than 400 transit operators and operating in United States municipalities with a population of 500,000 or over. Charter Section 8.404. 9163 Transit Operator $13.40 per hour. . . . . (Monthly equivalent $2323).
Police and Fire	32	3,555	Basic rates set yearly at a rate which is the average wage paid comparable classifications in California cities with a population of 350,000 or over. Charter Section 8.405. Q2 Police Officer and H2 Firefighter $2381 to $2754 per month ($13.74 to $15.89 per hour).

Type of Employment	No of Classes	No. of Positions	Method
Registered Nurse	21	1,117	Rates set yearly not to exceed the highest prevailing salary schedule granted by collective bargaining agreements to comparable registered nurse employees in public and private employment in the counties of Alameda, Contra Costa, Marin, San Mateo, San Francisco and Santa Clara. Charter Section 8.403. 2320 Registered Nurse -$2477 to $2810 per month ($14.29 to $16.21 per hour).
Municipal and Superior Courts	58	385	Rates set in accordance with State law. Charter Sections 4.102 and 4.103.
Superintendent of Schools	1	1	Rate set by Charter Section 5.102.
Law Library	3	3	Rate set by Department Head. Charter Section 4.104.

This report covers miscellaneous employments only. These miscellaneous employments are covered by the provisions of Section 8.401 of the Charter which provide that at least every five years a salary survey shall be made. It also provides that salary surveys shall be made more often if in the judgment of the Civil Service Commission or the Board of Supervisors economic conditions have changed to the extent that revision of existing schedules may be warranted. At the request of the Board of Supervisors, salary surveys have been made every year since 1946.

METHOD OF COMPUTATION OF PREVAILING RATES OF WAGES

The Charter Section 8.407 Definition of Generally Prevailing Rates of Wages, states how the prevailing rates of wages are to be computed. The term prevailing rates of wages is defined as the rate ranges developed from the weighted average of (1) the midpoint of the basic rate, excluding fringe benefits for surveyed public employments and (2) the median of the pay rates for private employment. This Charter Section stipulates that the midpoints from public employment data and the medians from private employment data are to be mul- tiplied by the number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees surveyed for that classification. The quotient is the average of the midpoint and median. This Charter Section further states that the weighted average of the midpoints and medians is to be extended by ten percent (10%) to establish the maximum of the range and reduced by ten percent (10%) to establish the minimum of the range. This information appears in the starred box.

Some agencies do not establish salary ranges for positions comparable to City and County of San Francisco benchmarks but utilized flat rates instead. To avoid distorting data in computing the weighted average of the midpoints and medians, where applicable, a weighted averaged of the flat rates is computed. A combined weighted average prevailing rate is then computed as follows:

1. The product of the number of employments in agencies reporting flat rates times the minimum of the weighted average of the flat rates, plus

2. The number of employments in agencies reporting salary ranges times the minimum of the weighted average of the midpoints and medians.

3. The sum of 1. and 2. above is then divided by the number of employments in all agencies that report salary data for the benchmark, to arrive at

4. The minimum of the combined weighted average prevailing rate.

The same formula is used to compute the maximum of the combined weighted average prevailing rate.

BENCHMARK	BUDGETED POSITIONS	STEP INCREASE	APPROX. %
----MULTIPLE BENCHMARKS----	156	0.7	3.5%
1233 AFFIRMATIVE ACTION SPECIALIST	58	1.0	5.0%
1242 PERSONNEL ANALYST	154	0.9	4.5%
1314 PUBLIC RELATIONS OFFICER	8	2.1	10.5%
1444 CLERK STENOGRAPHER	4117	0.1	0.5%
1466 METER READER	49	0.2	1.0%
1650 ACCOUNTANT	434	0.1	0.5%
1720 DATA ENTRY OPERATOR	226	0.1	0.5%
1736 COMPUTER OPERATOR II	96	0.0	0.0%
1760 OFFSET MACHINE OPERATOR	39	0.2	1.0%
1770 PHOTOGRAPHER	3	0.0	0.0%
1840 JUNIOR MANAGEMENT ASSISTANT	674	1.1	5.5%
1872 PROGRAMMER ANALYST	265	0.2	1.0%
1934 STOREKEEPER	175	0.9	4.5%
1952 PURCHASER	27	1.0	5.0%
2230 PHYSICIAN SPECIALIST	217	0.6	3.0%
2275 POST M.D. II	200	0.8	4.0%
2312 LICENSED VOCATIONAL NURSE	1019	0.4	2.0%

BENCHMARK	BUDGETED POSITIONS	STEP INCREASE	APPROX. %
2426 RADIOLOGIC TECHNOLOGIST II	110	0.2	1.0%
2444 CLINICAL LAB TECHNOLOGIST	108	0.3	1.5%
2450 PHARMACIST	45	0.2	1.0%
2556 PHYSICAL THERAPIST	60	0.5	2.5%
2574 CLINICAL PSYCHOLOGIST	260	0.1	0.5%
2604 FOOD SERVICE WORKER	1089	0.4	2.0%
2624 DIETITIAN	26	0.3	1.5%
2708 CUSTODIAN	1199	0.2	1.0%
2760 LAUNDRY WORKER	92	0.3	1.5%
2903 ELIGIBILITY WORKER	574	0.6	3.0%
2910 SOCIAL WORKER	386	0.4	2.0%
3284 RECREATION DIRECTOR	232	0.5	2.5%
3450 AGRICULTURAL INSPECTOR	6	0.8	4.0%
3542 CURATOR II	28	0.3	1.5%
3593 INSTRUCTIONAL AIDE I	677	0.2	1.0%
3630 LIBRARIAN I	374	1.0	5.0%
4261 REAL PROPERTY APPRAISER	128	0.8	4.0%
5204 ASSISTANT CIVIL ENGINEER	803	0.1	0.5%
5278 PLANNER II	127	0.9	4.5%

BENCHMARK	BUDGETED POSITIONS	STEP INCREASE	APPROX. %
5310 SURVEYOR'S FIELD ASSISTANT	36	0.0	0.0%
7328 OPERATING ENGINEER	53	0.0	0.0%
7334 STATIONARY ENGINEER	519	0.5	2.5%
7344 CARPENTER	293	0.4	2.0%
7345 ELECTRICIAN	672	0.2	1.0%
7346 PAINTER	85	0.5	2.5%
7347 PLUMBER	226	0.4	2.0%
7355 TRUCK DRIVER, LIGHT	175	0.0	0.0%
7381 AUTOMOTIVE MECHANIC	640	0.0	0.0%
7384 TYPEWRITER REPAIRER	25	0.6	3.0%
7514 GENERAL LABORER	1184	0.2	1.0%
8146 D.A.'s INVESTIGATOR	275	1.4	7.0%
8176 TRIAL ATTORNEY	269	0.2	1.0%
8204 INSTITUTIONAL POLICE OFFICER	326	2.0	10.0%
8214 PARKING CONTROL OFFICER	223	0.0	0.0%
8238 POLICE COMMUNICATIONS DISPATCHER	199	1.0	5.0%
8260 CRIMINALIST	41	0.5	2.5%
8304 DEPUTY SHERIFF	570	0.0	0.0%

BENCHMARK	BUDGETED POSITIONS	STEP INCREASE	APPROX. %
8320 COUNSELOR- JUVENILE HALL	102	0.0	0.0%
8440 PROBATION OFFICER	197	0.9	4.5%
9220 AIRPORT OPERATIONS SUPERVISOR	55	0.1	0.5%
WEIGHTED AVERAGE	20,406	0.35	1.75%

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1985-86
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
27.8	375- 449	816- 977	9788- 11719
27.9	377- 451	820- 981	9840- 11771
28.0	379- 453	824- 985	9892- 11823
28.1	381- 455	829- 990	9944- 11876
28.2	383- 458	833- 996	9996- 11954
28.3	384- 460	835-1001	10022- 12006
28.4	386- 463	840-1007	10075- 12084
28.5	388- 465	844-1011	10127- 12137
28.6	390- 467	848-1016	10179- 12189
28.7	391- 469	850-1020	10205- 12241
28.8	393- 471	855-1024	10257- 12293
28.9	394- 473	857-1029	10283- 12345
29.0	396- 475	861-1033	10336- 12398
29.1	398- 477	866-1037	10388- 12450
29.2	400- 480	870-1044	10440- 12528
29.3	402- 482	874-1048	10492- 12580
29.4	404- 485	879-1055	10544- 12659
29.5	406- 487	883-1059	10597- 12711
29.6	408- 489	887-1064	10649- 12763
29.7	409- 491	890-1068	10675- 12815
29.8	411- 494	894-1074	10727- 12893
29.9	412- 496	896-1079	10753- 12946
30.0	414- 498	900-1083	10805- 12998
30.1	416- 500	905-1088	10858- 13050
30.2	418- 503	909-1094	10910- 13128
30.3	420- 505	914-1098	10962- 13181
30.4	422- 508	918-1105	11014- 13259
30.5	424- 510	922-1109	11066- 13311
30.6	426- 512	927-1114	11119- 13363
30.7	428- 514	931-1118	11171- 13415
30.8	430- 517	935-1124	11223- 13494
30.9	432- 519	940-1129	11275- 13546
31.0	434- 521	944-1133	11327- 13598
31.1	436- 524	948-1140	11380- 13676
31.2	438- 526	953-1144	11432- 13729
31.3	440- 529	957-1151	11484- 13807
31.4	442- 531	961-1155	11536- 13859
31.5	444- 534	966-1161	11588- 13937
31.6	446- 536	970-1166	11641- 13990
31.7	448- 539	974-1172	11693- 14068
31.8	449- 541	977-1177	11719- 14120
31.9	451- 544	981-1183	11771- 14198
32.0	453- 546	985-1188	11823- 14251
32.1	455- 549	990-1194	11876- 14329
32.2	458- 552	996-1201	11954- 14407
32.3	460- 554	1001-1205	12006- 14459
32.4	463- 557	1007-1211	12084- 14538
32.5	465- 560	1011-1218	12137- 14616
32.6	467- 562	1016-1222	12189- 14668
32.7	469- 565	1020-1229	12241- 14747
32.8	471- 567	1024-1233	12293- 14799
32.9	473- 570	1029-1240	12345- 14877
33.0	475- 572	1033-1244	12398- 14929
33.1	477- 575	1037-1251	12450- 15008

SALARY SCHEDULES FOR FISCAL YEAR 1985-86
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI WEEKLY	APPROX-MO	APPROX-YR
33.2	480- 578	1044-1257	12528- 15086
33.3	482- 580	1048-1262	12580- 15138
33.4	485- 583	1055-1268	12659- 15216
33.5	487- 586	1059-1275	12711- 15295
33.6	489- 589	1064-1281	12763- 15373
33.7	491- 591	1068-1285	12815- 15425
33.8	494- 594	1074-1292	12893- 15503
33.9	496- 596	1079-1296	12946- 15556
34.0	498- 599	1083-1303	12998- 15634
34.1	500- 602	1088-1309	13050- 15712
34.2	503- 605	1094-1316	13128- 15791
34.3	505- 608	1098-1322	13181- 15869
34.4	508 611	1105-1329	13259- 15947
34.5	510- 614	1109-1335	13311- 16025
34.6	512- 617	1114-1342	13363- 16104
34.7	514- 620	1118-1349	13415- 16182
34.8	517- 622	1124-1353	13494- 16234
34.9	519 625	1129-1359	13546- 16313
35.0	521- 628	1133-1366	13598- 16391
35.1	524 631	1140 1372	13676- 16469
35.2	526- 634	1144-1379	13729- 16547
35.3	529- 638	1151-1388	13807- 16652
35.4	531- 641	1155-1394	13859- 16730
35.5	534- 644	1161-1401	13937- 16808
35.6	536- 647	1166-1407	13990- 16887
35.7	539- 650	1172-1414	14068- 16965
35.8	541- 652	1177 1418	14120- 17017
35.9	544- 655	1183 1425	14198- 17096
36.0	546- 658	1188-1431	14251- 17174
36.1	549- 661	1194-1438	14329- 17252
36.2	552- 664	1201-1444	14407- 17330
36.3	554- 668	1205 1453	14459- 17435
36.4	557 671	1211 1459	14538- 17513
36.5	560 674	1218 1466	14616- 17591
36.6	562 677	1222 1472	14668- 17670
36.7	565 681	1229 1481	14747- 17774
36.8	567 684	1233 1488	14799- 17852
36.9	570 688	1240 1496	14877 17957
37.0	572 691	1244 1503	14929- 18035
37.1	575 694	1251 1509	15008- 18113
37.2	578- 697	1257 1516	15086- 18192
37.3	580- 701	1262-1525	15138- 18296
37.4	583 704	1268 1531	15216- 18374
37.5	586- 707	1275-1538	15295- 18453
37.6	589- 710	1281-1544	15373- 18531
37.7	591- 714	1285-1553	15425- 18635
37.8	594- 717	1292 1559	15503- 18714
37.9	596- 721	1296-1568	15556- 18818
38.0	599- 724	1303-1575	15634- 18896
38.1	602 728	1309 1583	15712 19001
38.2	605- 731	1316 1590	15791- 19079
38.3	608- 735	1322 1599	15869- 19184
38.4	611- 738	1329 1605	15947- 19262
38.5	614- 742	1335-1614	16025- 19366

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1985-86
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
38.6	617- 745	1342-1620	16104- 19445
38.7	620- 748	1349-1627	16182- 19523
38.8	622- 752	1353-1636	16234- 19627
38.9	625- 755	1359-1642	16313- 19706
39.0	628- 758	1366-1649	16391- 19784
39.1	631- 762	1372-1657	16469- 19888
39.2	634- 766	1379-1666	16547- 19993
39.3	638- 769	1388-1673	16652- 20071
39.4	641- 773	1394-1681	16730- 20175
39.5	644- 777	1401-1690	16808- 20280
39.6	647- 781	1407-1699	16887- 20384
39.7	650- 785	1414-1707	16965- 20489
39.8	652- 788	1418-1714	17017- 20567
39.9	655- 792	1425-1723	17096- 20671
40.0	658- 796	1431-1731	17174- 20776
40.1	661- 800	1438-1740	17252- 20880
40.2	664- 803	1444-1747	17330- 20958
40.3	668- 807	1453-1755	17435- 21063
40.4	671- 810	1459-1762	17513- 21141
40.5	674- 814	1466-1770	17591- 21245
40.6	677- 818	1472-1779	17670- 21350
40.7	681- 822	1481-1788	17774- 21454
40.8	684- 826	1488-1797	17852- 21559
40.9	688- 830	1496-1805	17957- 21663
41.0	691- 834	1503-1814	18035- 21767
41.1	694- 838	1509-1823	18113- 21872
41.2	697- 842	1516-1831	18192- 21976
41.3	701- 846	1525-1840	18296- 22081
41.4	704- 850	1531-1849	18374- 22185
41.5	707- 854	1538-1857	18453- 22289
41.6	710- 858	1544-1866	18531- 22394
41.7	714- 862	1553-1875	18635- 22498
41.8	717- 866	1559-1884	18714- 22603
41.9	721- 870	1568-1892	18818- 22707
42.0	724- 874	1575-1901	18896- 22811
42.1	728- 878	1583-1910	19001- 22916
42.2	731- 882	1590-1918	19079- 23020
42.3	735- 887	1599-1929	19184- 23151
42.4	738- 891	1605-1938	19262- 23255
42.5	742- 895	1614-1947	19366- 23360
42.6	745- 899	1620-1955	19445- 23464
42.7	748- 903	1627-1964	19523- 23568
42.8	752- 908	1636-1975	19627- 23699
42.9	755- 912	1642-1984	19706- 23803
43.0	758- 916	1649-1992	19784- 23908
43.1	762- 920	1657-2001	19888- 24012
43.2	766- 925	1666-2012	19993- 24143
43.3	769- 929	1673-2021	20071- 24247
43.4	773- 934	1681-2031	20175- 24377
43.5	777- 938	1690-2040	20280- 24482
43.6	781- 943	1699-2051	20384- 24612
43.7	785- 947	1707-2060	20489- 24717
43.8	788- 952	1714-2071	20567- 24847
43.9	792- 956	1723-2079	20671- 24952

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1985-86
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI WEEKLY	APPROX-MO	APPROX-YR
44.0	796- 961	1731-2090	20776- 25082
44.1	800- 966	1740-2101	20880- 25213
44.2	803- 970	1747-2110	20958- 25317
44.3	807- 975	1755-2121	21063- 25448
44.4	810- 979	1762-2129	21141- 25552
44.5	814- 984	1770-2140	21245- 25682
44.6	818- 989	1779-2151	21350- 25813
44.7	822- 994	1788-2162	21454- 25943
44.8	826- 998	1797-2171	21559- 26048
44.9	830 1003	1805-2182	21663 26178
45.0	834-1008	1814 2192	21767- 26309
45.1	838-1013	1823 2203	21872- 26439
45.2	842 1018	1831-2214	21976- 26570
45.3	846-1022	1840-2223	22081- 26674
45.4	850-1027	1849-2234	22185- 26805
45.5	854-1032	1857 2245	22289- 26935
45.6	858-1037	1866-2255	22394- 27066
45.7	862-1042	1875-2266	22498- 27196
45.8	866-1047	1884-2277	22603- 27327
45.9	870-1052	1892-2288	22707- 27457
46.0	874 1057	1901-2299	22811- 27588
46.1	878-1062	1910-2310	22916- 27718
46.2	882-1067	1918-2321	23020- 27849
46.3	887-1073	1929-2334	23151- 28005
46.4	891-1078	1938-2345	23255- 28136
46.5	895-1083	1947 2356	23360- 28266
46.6	899-1088	1955-2366	23464- 28397
46.7	903-1093	1964-2377	23568- 28527
46.8	908-1099	1975-2390	23699- 28684
46.9	912-1104	1984-2401	23803- 28814
47.0	916-1109	1992-2412	23908- 28945
47.1	920-1114	2001-2423	24012- 29075
47.2	925-1120	2012-2436	24143- 29232
47.3	929-1125	2021-2447	24247- 29363
47.4	934 1131	2031-2460	24377- 29519
47.5	938-1136	2040-2471	24482- 29650
47.6	943-1141	2051-2482	24612- 29780
47.7	947-1147	2060-2495	24717- 29937
47.8	952-1152	2071-2506	24847- 30067
47.9	956-1158	2079-2519	24952- 30224
48.0	961-1163	2090-2530	25082- 30354
48.1	966-1169	2101-2543	25213- 30511
48.2	970-1174	2110-2553	25317- 30641
48.3	975-1180	2121-2567	25448- 30798
48.4	979-1185	2129-2577	25552- 30929
48.5	984-1191	2140-2590	25682- 31085
48.6	989-1197	2151-2603	25813- 31242
48.7	994-1203	2162-2617	25943- 31398
48.8	998-1208	2171-2627	26048- 31529
48.9	1003-1214	2182-2640	26178- 31685
49.0	1008-1220	2192-2654	26309- 31842
49.1	1013-1226	2203-2667	26439- 31999
49.2	1018-1232	2214-2680	26570- 32155
49.3	1022-1237	2223-2690	26674- 32286

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1985-86
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
49.4	1027-1243	2234-2704	26805- 32442
49.5	1032-1249	2245-2717	26935- 32599
49.6	1037-1255	2255-2730	27066- 32756
49.7	1042-1261	2266-2743	27196- 32912
49.8	1047-1267	2277-2756	27327- 33069
49.9	1052-1273	2288-2769	27457- 33225
50.0	1057-1279	2299-2782	27588- 33382
50.1	1062-1285	2310-2795	27718- 33539
50.2	1067-1291	2321-2808	27849- 33695
50.3	1073-1298	2334-2823	28005- 33878
50.4	1078-1304	2345-2836	28136- 34034
50.5	1083-1310	2356-2849	28266- 34191
50.6	1088-1316	2366-2862	28397- 34348
50.7	1093-1323	2377-2878	28527- 34530
50.8	1099-1329	2390-2891	28684- 34687
50.9	1104-1336	2401-2906	28814- 34870
51.0	1109-1342	2412-2919	28945- 35026
51.1	1114-1349	2423-2934	29075- 35209
51.2	1120-1355	2436-2947	29232- 35366
51.3	1125-1362	2447-2962	29363- 35548
51.4	1131-1368	2460-2975	29519- 35705
51.5	1136-1375	2471-2991	29650- 35888
51.6	1141-1381	2482-3004	29780- 36044
51.7	1147-1388	2495-3019	29937- 36227
51.8	1152-1394	2506-3032	30067- 36383
51.9	1158-1401	2519-3047	30224- 36566
52.0	1163-1407	2530-3060	30354- 36723
52.1	1169-1414	2543-3075	30511- 36905
52.2	1174-1421	2553-3091	30641- 37088
52.3	1180-1429	2567-3108	30798- 37297
52.4	1185-1436	2577-3123	30929- 37480
52.5	1191-1443	2590-3139	31085- 37662
52.6	1197-1450	2603-3154	31242- 37845
52.7	1203-1457	2617-3169	31398- 38028
52.8	1208-1463	2627-3182	31529- 38184
52.9	1214-1470	2640-3197	31685- 38367
53.0	1220-1477	2654-3212	31842- 38550
53.1	1226-1484	2667-3228	31999- 38732
53.2	1232-1491	2680-3243	32155- 38915
53.3	1237-1499	2690-3260	32286- 39124
53.4	1243-1506	2704-3276	32442- 39307
53.5	1249-1513	2717-3291	32599- 39489
53.6	1255-1520	2730-3306	32756- 39672
53.7	1261-1528	2743-3323	32912- 39881
53.8	1267-1535	2756-3339	33069- 40064
53.9	1273-1543	2769-3356	33225- 40272
54.0	1279-1550	2782-3371	33382- 40455
54.1	1285-1558	2795-3389	33539- 40664
54.2	1291-1565	2808-3404	33695- 40847
54.3	1298-1573	2823-3421	33878- 41055
54.4	1304-1580	2836-3437	34034- 41238
54.5	1310-1588	2849-3454	34191- 41447
54.6	1316-1596	2861-3471	34336- 41656
54.7	1323-1603	2878-3487	34530- 41836

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1985-86
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
54.8	1329-1611	2891-3504	34687- 42047
54.9	1336-1618	2906-3519	34870- 42230
55.0	1342-1626	2919-3537	35026- 42439
55.1	1349-1634	2934-3554	35209- 42647
55.2	1355-1642	2947-3571	35366- 42856
55.3	1362-1650	2962-3589	35548- 43065
55.4	1368-1658	2975-3606	35705- 43274
55.5	1375-1666	2991-3624	35888- 43483
55.6	1381-1674	3004-3641	36044- 43691
55.7	1388-1682	3019-3658	36227- 43900
55.8	1394-1690	3032-3676	36383- 44109
55.9	1401-1698	3047-3693	36566- 44318
56.0	1407-1706	3060-3711	36723- 44527
56.1	1414-1714	3075-3728	36905- 44735
56.2	1421-1723	3091-3748	37088- 44970
56.3	1429-1731	3108-3765	37297- 45179
56.4	1436-1740	3123-3785	37480- 45414
56.5	1443-1748	3139-3802	37662- 45623
56.6	1450-1756	3154-3819	37845- 45832
56.7	1457-1765	3169-3839	38028- 46067
56.8	1463-1773	3182-3856	38184- 46275
56.9	1470-1782	3197-3876	38367- 46510
57.0	1477-1791	3212-3895	38550- 46745
57.1	1484-1800	3226-3915	38732- 46980
57.2	1491-1809	3243-3935	38915- 47215
57.3	1499-1818	3260-3954	39124- 47450
57.4	1506-1827	3276-3974	39307- 47685
57.5	1513-1835	3291-3991	39489- 47894
57.6	1520-1844	3306-4011	39672- 48128
57.7	1528-1853	3323-4030	39881- 48363
57.8	1535-1862	3339-4050	40064- 48598
57.9	1543-1871	3356-4069	40272- 48833
58.0	1550-1881	3371-4091	40455- 49094
58.1	1558-1890	3389-4111	40664- 49329
58.2	1565-1899	3404-4130	40847- 49564
58.3	1573-1909	3421-4152	41055- 49825
58.4	1580-1918	3437-4172	41238- 50060
58.5	1588-1927	3454-4191	41447- 50295
58.6	1596-1936	3471-4211	41656- 50530
58.7	1603-1946	3487-4233	41838- 50791
58.8	1611-1955	3504-4252	42047- 51026
58.9	1618-1965	3519-4274	42230- 51287
59.0	1626-1975	3537-4296	42439- 51548
59.1	1634-1985	3554-4317	42647- 51809
59.2	1642-1994	3571-4337	42856- 52043
59.3	1650-2004	3589-4359	43065- 52304
59.4	1658-2014	3606-4380	43274- 52565
59.5	1666-2023	3624-4400	43483- 52800
59.6	1674-2033	3641-4422	43691- 53061
59.7	1682-2043	3658-4444	43900- 53322
59.8	1690-2053	3676-4465	44109- 53583
59.9	1698-2063	3693-4487	44318- 53844
60.0	1706-2074	3711-4511	44527- 54131
60.1	1714-2084	3728-4533	44735- 54392

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1985-86
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
60.2	1723-2094	3748-4554	44970- 54653
60.3	1731-2104	3765-4576	45179- 54914
60.4	1740-2115	3785-4600	45414- 55202
60.5	1748-2124	3802-4620	45623- 55436
60.6	1756-2135	3819-4644	45832- 55724
60.7	1765-2145	3839-4665	46067- 55985
60.8	1773-2156	3856-4689	46275- 56272
60.9	1782-2166	3876-4711	46510- 56533
61.0	1791-2178	3895-4737	46745- 56846
61.1	1800-2188	3915-4759	46980- 57107
61.2	1809-2199	3935-4783	47215- 57394
61.3	1818-2209	3954-4805	47450- 57655
61.4	1827-2221	3974-4831	47685- 57968
61.5	1835-2230	3991-4850	47894- 58203
61.6	1844-2242	4011-4876	48128- 58516
61.7	1853-2252	4030-4898	48363- 58777
61.8	1862-2264	4050-4924	48598- 59090
61.9	1871-2274	4069-4946	48833- 59351
62.0	1881-2287	4091-4974	49094- 59691
62.1	1890-2297	4111-4996	49329- 59952
62.2	1899-2309	4130-5022	49564- 60265
62.3	1909-2319	4152-5044	49825- 60526
62.4	1918-2332	4172-5072	50060- 60865
62.5	1927-2342	4191-5094	50295- 61126
62.6	1936-2354	4211-5120	50530- 61439
62.7	1946-2365	4233-5144	50791- 61727
62.8	1955-2377	4252-5170	51026- 62040
62.9	1965-2388	4274-5194	51287- 62327
63.0	1975-2401	4296-5222	51548- 62666
63.1	1985-2412	4317-5246	51809- 62953
63.2	1994-2424	4337-5272	52043- 63266
63.3	2004-2435	4359-5296	52304- 63554
63.4	2014-2449	4380-5327	52565- 63919
63.5	2023-2459	4400-5348	52800- 64180
63.6	2033-2472	4422-5377	53061- 64519
63.7	2043-2483	4444-5401	53322- 64806
63.8	2053-2496	4465-5429	53583- 65146
63.9	2063-2507	4487-5453	53844- 65433
64.0	2074-2521	4511-5483	54131- 65798
64.1	2084-2533	4533-5509	54392- 66111
64.2	2094-2545	4554-5535	54653- 66425
64.3	2104-2557	4576-5561	54914- 66738
64.4	2115-2571	4600-5592	55202- 67103
64.5	2124-2582	4620-5616	55436- 67390
64.6	2135-2596	4644-5646	55724- 67756
64.7	2145-2607	4665-5670	55985- 68043
64.8	2156-2621	4689-5701	56272- 68408
64.9	2166-2632	4711-5725	56533- 68695
65.0	2178-2647	4737-5757	56846- 69087
65.1	2188-2660	4759-5786	57107- 69426
65.2	2199-2672	4783-5812	57394- 69739
65.3	2209-2685	4805-5840	57655- 70079
65.4	2221-2700	4831-5873	57968- 70470
65.5	2230-2711	4850-5896	58203- 70757

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1985-86
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI WEEKLY	APPROX-MO	APPROX-YR
65.6	2242-2726	4876-5929	58516- 71149
65.7	2252-2737	4898-5953	58777- 71436
65.8	2264-2752	4924-5986	59090- 71827
65.9	2274-2764	4946-6012	59351- 72140
66.0	2287-2779	4974-6044	59691- 72532
66.1	2297-2793	4996-6075	59952- 72897
66.2	2309-2806	5022-6103	60265- 73237
66.3	2319-2819	5044-6131	60526- 73576
66.4	2331-2835	5072-6166	60865- 73994
66.5	2344-2847	5094-6192	61126- 74307
66.6	2354-2862	5120-6225	61439- 74698
66.7	2365-2874	5144-6251	61727- 75011
66.8	2377-2890	5170-6286	62040- 75429
66.9	2388-2902	5194-6312	62327- 75742
67.0	2401-2918	5222-6347	62666- 76160
67.1	2412-2933	5246-6379	62953- 76551
67.2	2424-2946	5272-6408	63266- 76891
67.3	2435-2960	5296-6438	63554- 77256
67.4	2449-2977	5327-6475	63919- 77700
67.5	2459-2989	5348-6501	64180- 78013
67.6	2472-3005	5377-6536	64519- 78431
67.7	2483-3018	5401-6564	64806- 78770
67.8	2496-3035	5429-6601	65146- 79214
67.9	2507-3047	5453-6627	65433- 79527
68.0	2521-3064	5483-6664	65798- 79970
68.1	2533-3080	5509-6699	66111- 80388
68.2	2545-3093	5535-6727	66425- 80727
68.3	2557-3108	5561-6760	66738- 81119
68.4	2571-3126	5592-6799	67103- 81589
68.5	2582-3138	5616-6825	67390- 81902
68.6	2596-3155	5646-6862	67756- 82346
68.7	2607-3169	5670-6893	68043- 82711
68.8	2621-3187	5701-6932	68408- 83181
68.9	2632-3199	5725-6958	68695- 83494
69.0	2647-3217	5757-6997	69087- 83964
69.1	2660-3234	5786-7034	69426- 84407
69.2	2672-3248	5812-7064	69739- 84773
69.3	2685-3263	5840-7097	70079- 85164
69.4	2700-3282	5873-7138	70470- 85660
69.5	2711-3295	5896-7167	70757- 86000
69.6	2726-3313	5929-7206	71149- 86469
69.7	2737-3327	5953-7236	71436- 86835
69.8	2752-3346	5986-7278	71827- 87331
69.9	2764-3359	6012-7306	72140- 87670
70.0	2779-3378	6044-7347	72532- 88166
70.1	2793-3396	6075-7386	72897- 88636
70.2	2806-3410	6103-7417	73237- 89001
70.3	2819-3426	6131-7452	73576- 89419
70.4	2835-3446	6166-7495	73994- 89941
70.5	2847-3460	6192-7526	74307- 90306
70.6	2862-3479	6225-7567	74698- 90802
70.7	2874-3493	6251-7597	75011- 91167
70.8	2890-3513	6286-7641	75429- 91689
70.9	2902-3527	6312-7671	75742- 92055

REPORT SAE753

SALARY SCHEDULES FOR FISCAL YEAR 1985-86
WITH CORRESPONDING APPROXIMATE MONTHLY AND ANNUAL SALARIES

SCHED	BI-WEEKLY	APPROX-MO	APPROX-YR
71.0	2918-3547	6347-7715	76160- 92577
71.1	2933-3566	6379-7756	76551- 93073
71.2	2946-3581	6408-7789	76891- 93464
71.3	2960-3597	6438-7823	77256- 93882
71.4	2977-3618	6475-7869	77700- 94430
71.5	2989-3633	6501-7902	78013- 94821
71.6	3005-3653	6536-7945	78431- 95343
71.7	3018-3668	6564-7978	78770- 95735
71.8	3035-3689	6601-8024	79214- 96283
71.9	3047-3703	6627-8054	79527- 96648
72.0	3064-3724	6664-8100	79970- 97196
72.1	3080-3744	6699-8143	80388- 97718
72.2	3093-3760	6727-8178	80727- 98136
72.3	3108-3777	6760-8215	81119- 98580
72.4	3126-3799	6799-8263	81589- 99154
72.5	3138-3815	6825-8298	81902- 99572
72.6	3155-3836	6862-8343	82346-100120
72.7	3169-3851	6893-8376	82711-100511
72.8	3187-3873	6932-8424	83181-101085
72.9	3199-3888	6958-8456	83494-101477

CLASS	TITLE		BENCHMARK	PAGE
1630	ACCOUNT CLERK		1444	6
1650	ACCOUNTANT	Z	1650	9
1638	ACCOUNTING MACHINE OPERATOR		1444	6
1810	ACTUARIAL CLERK		1444	6
1816	ACTUARY	Z	1840	14
2565	ACUPUNCTURIST	Z	2312	22
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	9998	70
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z	1840	14
1809	ADMIN ASST. TO SUPERINTENDENT OF SCHOOLS	Z	1840	14
1556	ADMIN SECRETARY, CITY PLANNING COMM	Z	1840	14
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM	Z	1840	14
1822	ADMINISTRATIVE ANALYST	Z	1840	14
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY	Z	1840	15
2660	ADMINISTRATIVE CHEF	Z	2604	28
2581	ADMINISTRATIVE CORONER		9998	71
2438	ADMINISTRATIVE DIRECTOR RADIOLOGY	Z	2426	23
5174	ADMINISTRATIVE ENGINEER	Z	5204	41
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR		1840	14
1528	ADMINISTRATIVE SECRETARY		1444	5
9380	ADMINISTRATIVE SERVICE OFFICER, PORT	Z	1650	9
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD	Z	1840	15
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL	Z	9998	71
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV	Z	7344	49
1114	ADMINISTRATOR, RETIREMENT SERVICES	Z	1840	14
1164	ADMINISTRATOR, SFGH MEDICAL CENTER	Z	9998	70
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM	Z	1233	1
1235	AFFIRMATIVE ACTION COORDINATOR	Z	1233	1
1233	AFFIRMATIVE ACTION SPECIALIST	Z	1233	1
3484	AGRICULTURAL DIVISION LAND AGENT	Z	4261	40
3450	AGRICULTURAL INSPECTOR		3450	36
9212	AIRFIELD SAFETY OFFICER		9220	69
9258	AIRPORT ASST DEPUTY DIRECTOR, BUS ADMIN.	Z	9220	69
9256	AIRPORT ASST GEN MGR, OPERATIONS & MAINT	Z	9220	69
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL	Z	9220	69
9205	AIRPORT COMMUNICATIONS COORDINATOR	Z	8238	64
9202	AIRPORT COMMUNICATIONS OPERATOR		8238	64
9204	AIRPORT COMMUNICATIONS SUPERVISOR		8238	64
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR		2708	30
9255	AIRPORT ECONOMIC PLANNER	Z	9220	69
9241	AIRPORT ELECTRICIAN SUPERVISOR		7345	51
9240	AIRPORT ELECTRICIAN		7345	51
9248	AIRPORT FACILITIES SERVICES MANAGER	Z	9220	69
9252	AIRPORT MAINTENANCE SUPERINTENDENT	Z	9220	69
9250	AIRPORT MAINTENANCE SUPERVISOR	Z	9220	69
9232	AIRPORT MECHANICAL MAINTENANCE SUPV		7334	48

CLASS	TITLE		BENCHMARK	PAGE
5285	AIRPORT NOISE ABATEMENT OFFICER.....	Z	9220	69
9222	AIRPORT OPERATIONS COORDINATOR.....	Z	9220	69
9226	AIRPORT OPERATIONS SUPERINTENDENT.....	Z	9220	69
9220	AIRPORT OPERATIONS SUPERVISOR.....		9220	69
9216	AIRPORT POLICE CAPTAIN.....		8304	66
9215	AIRPORT POLICE LIEUTENANT.....		8304	66
9210	AIRPORT POLICE OFFICER.....		8304	66
9211	AIRPORT POLICE SERGEANT.....		8304	66
9206	AIRPORT PROPERTY SPECIALIST I.....	Z	4261	40
9207	AIRPORT PROPERTY SPECIALIST II.....	Z	4261	40
2526	AMBULANCE DRIVER.....		2312	22
3320	ANIMAL KEEPER.....		7514	57
7331	APPRENTICE MAINTENANCE MACHINIST.....		7381	55
7333	APPRENTICE STATIONARY ENGINEER.....		7334	48
7375	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		7334	48
3130	ARBORETUM DIRECTOR.....	Z	7514	57
5268	ARCHITECT.....	Z	5204	42
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	5204	41
5260	ARCHITECTURAL ASSISTANT I.....		5204	42
5261	ARCHITECTURAL ASSISTANT II.....		5204	42
5265	ARCHITECTURAL ASSOCIATE I.....	Z	5204	42
5266	ARCHITECTURAL ASSOCIATE II.....	Z	5204	42
3464	AREA SUPV, PARKS SQUARES AND FACILITIES.	Z	7514	57
7220	ASPHALT FINISHER SUPERVISOR I.....		7514	57
7404	ASPHALT FINISHER.....		7514	58
7221	ASPHALT PLANT SUPERVISOR I.....		7328	47
7502	ASPHALT WORKER.....		7514	58
4202	ASSESSMENT CLERK.....		1444	6
4290	ASSESSOR.....	Z	9998	72
1814	ASSISTANT ACTUARY.....	Z	1840	14
3216	ASSISTANT AQUATICS SUPERVISOR.....		3284	34
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	8176	61
8183	ASSISTANT CHIEF ATTORNEY II (CIVIL AND C	Z	8176	61
4132	ASSISTANT CHIEF OF INVESTMENTS.....	Z	1840	15
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.	Z	4261	40
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU..	Z	8146	59
5122	ASSISTANT CITY ARCHITECT.....	Z	9998	72
3668	ASSISTANT CITY LIBRARIAN.....	Z	9998	71
5204	ASSISTANT CIVIL ENGINEER.....	Z	5204	41
9158	ASSISTANT CLAIMS AGENT.....	Z	8146	60
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS...		1444	5
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	Z	8146	59
2650	ASSISTANT COOK.....		2604	28
8316	ASSISTANT COUNSELOR.....		8320	67
1136	ASSISTANT COUNTY CLERK.....	Z	9998	70

CLASS	TITLE		BENCHMARK	PAGE
8112	ASSISTANT COURT CLERK.....		1444	7
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	1840	15
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	1840	15
4144	ASSISTANT DIRECTOR OF PROPERTY.....	Z	9998	72
3432	ASSISTANT DIRECTOR, ARBORETUM.....	Z	7514	57
1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	9998	70
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	8320	67
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	8320	67
1248	ASSISTANT DIVISION MANAGER, PERSONNEL...	Z	1242	2
5236	ASSISTANT ELECTRICAL ENGINEER.....	Z	5204	42
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	9998	70
3138	ASSISTANT GENERAL MGR FOR ADMIN.....	Z	9998	71
2785	ASSISTANT GENERAL SERVICES MANAGER.....		2708	30
3322	ASSISTANT HEAD ANIMAL KEEPER.....		7514	57
2819	ASSISTANT HEALTH EDUCATOR.....	Z	2574	27
5272	ASSISTANT LANDSCAPE ARCHITECT.....	Z	5204	42
5252	ASSISTANT MECHANICAL ENGINEER.....	Z	5204	42
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....	Z	8440	68
1240	ASSISTANT PERSONNEL ANALYST.....	Z	1242	2
7408	ASSISTANT POWER HOUSE OPERATOR.....		7345	51
1950	ASSISTANT PURCHASER.....	Z	1952	19
3287	ASSISTANT RECREATION SUPERVISOR.....	Z	3284	34
1812	ASSISTANT RETIREMENT ANALYST.....	Z	1840	14
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	1242	2
8315	ASSISTANT SHERIFF.....		8304	66
1871	ASSISTANT SOFTWARE ANALYST.....	Z	1872	17
1932	ASSISTANT STOREKEEPER.....		1934	18
3292	ASSISTANT SUPERINTENDENT, RECREATION....	Z	3284	34
8115	ASSISTANT SUPERVISING COURT CLERK.....		1444	7
5192	ASSISTANT TO DIRECTOR OF PUBLIC WORKS...	Z	9998	72
2456	ASSISTANT TOXICOLOGIST.....	Z	2444	24
5228	ASSISTANT TRAFFIC ENGINEER.....	Z	5204	42
5222	ASSISTANT WATER PURIFICATION ENGINEER...	Z	5204	41
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR....	Z	1233	1
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION...	Z	5204	41
5133	ASSOC MGR,BUR OF WATER POLLUTION CONTROL	Z	5204	41
1684	ASSOCIATE AUDITOR.....	Z	1650	9
5206	ASSOCIATE CIVIL ENGINEER.....	Z	5204	41
2116	ASSOCIATE DIRECTOR MEDICAL RECORDS.....	Z	1444	6
5238	ASSOCIATE ELECTRICAL ENGINEER.....	Z	5204	42
5205	ASSOCIATE MATERIALS ENGINEER.....	Z	5204	41
5254	ASSOCIATE MECHANICAL ENGINEER.....	Z	5204	42
1491	ASSOCIATE REGISTRAR, SFJCD.....	Z	1840	14
5247	ASSOCIATE SANITARY ENGINEER.....	Z	5204	42
5229	ASSOCIATE TRAFFIC ENGINEER.....	Z	5204	42

CLASS	TITLE		BENCHMARK	PAGE
5224	ASSOCIATE WATER PURIFICATION ENGINEER...		5204	41
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS....	Z	9998	71
5267	ASST AIRPORT NOISE ABATEMENT OFFICER....	Z	9220	69
8149	ASST CHIEF DIST ATTORNEY'S INVESTIGATOR.	Z	8146	59
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR....	Z	4261	40
8416	ASST CHIEF PROBATION OFFICER, JUV COURT.	Z	9998	73
4210	ASST CHIEF TECHNICAL AND ASSESMENT SERV.	Z	4261	40
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV	Z	1736	11
1856	ASST CONTROL SUPERVISOR, EDP.....		1720	10
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING).	Z	5278	44
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS.	Z	5278	44
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART....	Z	1840	15
6127	ASST DIR, BUR OF ENVIRON HEALTH SERV....	Z	8146	59
6186	ASST DIRECTOR OF DPW, ADMINISTRATIVE....	Z	9998	72
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	9998	70
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE..	Z	7514	57
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS...	Z	3284	34
2969	ASST DIRECTOR, SOC SERVICES PROGRAMS....	Z	9998	71
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	9998	70
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	1242	2
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	5204	41
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	5204	41
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN..		7345	51
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION.	Z	1650	9
1895	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC..	Z	9998	71
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC.	Z	9998	70
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV..	Z	9998	71
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	9998	72
7202	ASST PARK SUPT FOR STRUCTURAL MAINT.....	Z	7344	49
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN.	Z	9998	70
3280	ASST RECREATION DIRECTOR (PART TIME)....		3284	34
9395	ASST RENTAL MANAGER, PORT OF SF.....		4261	40
8444	ASST SECRETARY, COUNTY PAROLE COMM.....		8440	68
5176	ASST SUPT, BUILDING INSPECTION ADM.....	Z	5204	41
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS..	Z	7355	54
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL.....	Z	7355	54
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV	Z	7355	54
3466	ASST SUPT, PARKS SQUARES AND FACILITIES.	Z	7514	57
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	5204	41
4106	ASST TO DIR OF BUILDINGS AND GROUNDS, SF	Z	7334	48
1316	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	1314	3
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	1314	3
1859	ASST TO THE DIRECTOR OF INFORMATION.....	Z	1314	3
2993	ASST TO THE DIRECTOR, COMM ON THE AGING.	Z	1840	15
3216	ATHLETIC ATTENDANT		3284	34

CLASS	TITLE		BENCHMARK	PAGE
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	8176	61
8190	ATTORNEY, TAX COLLECTOR.....	Z	8176	61
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	8176	61
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....		1934	18
2540	AUDIOLOGIST.....	Z	2556	26
2538	AUDIOMETRIST.....	Z	2556	26
7322	AUTO BODY AND FENDER WORKER ASST SUPV...		7381	55
7264	AUTO BODY AND FENDER WORKER SUPV I.....		7381	55
7306	AUTOMOTIVE BODY AND FENDER WORKER.....		7381	55
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....		7381	55
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....		7381	55
7313	AUTOMOTIVE MACHINIST.....		7381	55
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR		7381	55
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....		7381	55
7381	AUTOMOTIVE MECHANIC.....		7381	55
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....		7381	55
7410	AUTOMOTIVE SERVICE WORKER.....		7381	55
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR.	Z	7381	55
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....		7381	55
2416	BACTERIOLOGICAL LABORATORY ASSISTANT....		2312	22
2652	BAKER.....		2604	28
7303	BARBER.....		2312	22
7324	BEAUTICIAN.....		2312	22
7414	BLACKSMITH'S FINISHER.....		7381	55
7305	BLACKSMITH.....		7381	55
1778	BLUEPRINT AND REPRODUCTION MANAGER.....	Z	1760	12
6236	BOILER INSPECTOR.....		7347	53
4312	BOND AND COUPON SUPERVISOR.....		1444	6
7416	BOOK REPAIRER.....		3630	39
1436	BRAILLIST.....		1444	4
7307	BRICKLAYER.....		7514	57
7420	BRIDGETENDER.....		7334	48
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...		7334	48
8207	BUILDING AND GROUNDS PATROL OFFICER....		8201	62
5217	BUILDING CODE ANALYST.....	Z	5204	41
6331	BUILDING INSPECTOR.....	Z	7344	49
5214	BUILDING PLANS ENGINEER.....	Z	5204	41
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT.		7334	48
3104	BUS MANG, REC & PARK (ABOLISHED 12/12/83	Z	1650	9
1832	BUSINESS MANAGER, CITY COLLEGE.....	Z	1650	9
8336	BUSINESS MANAGER, JUVENILE COURT.....	Z	1650	9
9385	BUSINESS SERVICE OFFICER, PORT OF SF....		1650	9
7221	CABLE MACHINERY SUPERVISOR.....		7334	48
7275	CABLE SPLICER SUPERVISOR I.....		7345	50
7308	CABLE SPLICER.....		7345	50

CLASS	TITLE		BENCHMARK	PAGE
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)		1444	5
3264	CAMP ASSISTANT		3284	34
3266	CAMP MANAGER		3284	34
7224	CAR AND AUTO PAINTER SUPERVISOR I		7381	55
7309	CAR AND AUTO PAINTER		7381	55
7226	CARPENTER SUPERVISOR I		7344	49
7272	CARPENTER SUPERVISOR II		7344	49
7344	CARPENTER		7344	49
4378	CASH MANAGEMENT AND INVESTMENT OFFICER	Z	1840	15
4320	CASHIER I		1444	6
4321	CASHIER II		1444	6
4322	CASHIER III		1444	6
4372	CASHIER, TAX COLLECTOR		1444	7
7227	CEMENT FINISHER SUPERVISOR I		7514	57
7211	CEMENT FINISHER SUPERVISOR II		7514	57
7311	CEMENT MASON		7514	58
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH		2312	22
1217	CERTIFICATION SUPERVISOR		1444	4
7312	CHAUFFEUR		7355	54
2656	CHEF		2604	28
1658	CHIEF ACCOUNTANT	Z	1650	9
1182	CHIEF ADMINISTRATIVE OFFICER	Z	9998	70
8436	CHIEF ADULT PROBATION OFFICER	Z	9998	73
4269	CHIEF APPRAISER	Z	4261	40
4282	CHIEF ASSISTANT ASSESSOR	Z	9998	72
1688	CHIEF ASSISTANT CONTROLLER	Z	9998	70
9384	CHIEF ASSISTANT TREASURER	Z	9998	72
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS	Z	9998	70
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)	Z	8176	61
8184	CHIEF ATTORNEY II	Z	8176	61
1688	CHIEF AUDITOR	Z	1650	9
6334	CHIEF BUILDING INSPECTOR	Z	7344	49
1410	CHIEF CLERK	Z	1444	4
1129	CHIEF DEPUTY REGISTRAR OF VOTERS RECORD	Z	9998	70
7812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS		1444	6
8314	CHIEF DEPUTY SHERIFF	Z	8304	66
2626	CHIEF DIETITIAN	Z	2624	29
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR	Z	8146	59
6250	CHIEF ELECTRICAL INSPECTOR	Z	7345	50
8236	CHIEF FIRE ALARM DISPATCHER		8238	64
5379	CHIEF HARBOR ENGINEER	Z	5204	43
6778	CHIEF HOUSING INSPECTOR	Z	7344	49
4390	CHIEF INVESTIGATOR, TAX COLLECTOR		1444	6
1115	CHIEF INVESTMENT OFFICER	Z	1840	14
3638	CHIEF LIBRARIAN	Z	3630	39

CLASS	TITLE		BENCHMARK	PAGE
2584	CHIEF MEDICAL EXAMINER - CORONER.....	Z	9998	71
2466	CHIEF MICROBIOLOGIST.....	Z	2444	24
8230	CHIEF MUSEUM GUARD.....		8204	62
3525	CHIEF MUSEUM PREPARATOR.....		3542	37
3430	CHIEF NURSERY SPECIALIST.....	Z	7514	57
4256	CHIEF OF ASSESSMENT STANDARDS.....	Z	4261	40
1880	CHIEF OF SYSTEMS.....	Z	1872	17
1279	CHIEF OF TECH SELECTION SERVICES.....	Z	1242	2
1226	CHIEF PAYROLL AND PERSONNEL CLERK.....		1444	4
4226	CHIEF PERSONAL PROPERTY AUDITOR.....	Z	4261	40
6244	CHIEF PLUMBING INSPECTOR.....	Z	7347	53
8418	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	9998	73
2934	CHIEF PSYCHIATRIC SOCIAL WORKER.....	Z	2910	33
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....		2426	23
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.		7334	48
7205	CHIEF STATIONARY ENGINEER.....		7334	48
5216	CHIEF SURVEYOR.....	Z	5204	41
1710	CHIEF TELEPHONE OPERATOR.....		8238	64
9125	CHIEF TRANSIT INFORMATION CLERK.....		1444	7
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	5204	41
7204	CHIEF WATER SERVICE INSPECTOR.....		1466	8
8150	CHIEF WELFARE FRAUD INVESTIGATOR.....	Z	8146	59
9357	CHIEF WHARFINGER.....	Z	1444	7
9218	CHIEF, BUREAU OF AIRPORT SECURITY.....	Z	8304	66
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	2574	27
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	1650	9
8161	CHIEF, FAMILY SUPPORT BUREAU.....	Z	8146	59
2925	CHIEF, MEDICAL SOCIAL SERVICES.....	Z	2910	33
2535	CHIEF, PARAMEDIC DIVISION.....	Z	2312	22
4212	CHIEF, TECHNICAL AND ASSESMENT SERVICES.	Z	4261	40
2944	CHILD WELFARE SUPERVISOR.....	Z	2910	33
2940	CHILD WELFARE WORKER.....	Z	2910	33
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT.		2604	28
2674	CHILDREN'S CENTER HOUSEPARENT.....		2604	28
9411	CITIZEN PARTICIPATION REHAB MONITOR.....	Z	5278	44
2975	CITIZEN'S COMPLAINT OFFICER.....	Z	1033	1
5124	CITY ARCHITECT.....	Z	9998	72
3644	CITY ARCHIVIST.....	Z	3630	36
8197	CITY ATTORNEY.....	Z	9998	73
5158	CITY DISTRIBUTION DIV. ASST MANAGER.....	Z	5204	41
5160	CITY DISTRIBUTION DIVISION MANAGER	Z	5204	41
3670	CITY LIBRARIAN.....	Z	9998	71
5328	CITY PLANNING GRAPHICS AIDE.....		5204	41
5330	CITY PLANNING GRAPHICS SUPERVISOR		5204	41
5276	CITY PLANNING INTERN.....	Z	5216	44

CLASS	TITLE		BENCHMARK	PAGE
7277	CITY SHOPS ASST SUPERINTENDENT.....		7381	55
7150	CITY SHOPS GENERAL SUPERINTENDENT.....	Z	7381	55
5208	CIVIL ENGINEER.....	Z	5204	41
5360	CIVIL ENGINEERING ASSISTANT I.....		5204	43
5362	CIVIL ENGINEERING ASSISTANT II.....		5204	43
5364	CIVIL ENGINEERING ASSOCIATE I.....		5204	43
9157	CLAIMS ADJUSTER.....		8146	59
9155	CLAIMS INVESTIGATOR.....		8146	59
1474	CLAIMS PROCESS CLERK.....		1444	5
1493	CLERK I.....		1444	5
1495	CLERK II.....		1444	5
1496	CLERK III.....		1444	5
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK.	Z	9998	70
1444	CLERK STENOGRAPHER.....		1444	4
1424	CLERK TYPIST.....		1444	4
1404	CLERK.....		1444	4
2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	2444	24
2454	CLINICAL PHARMACIST.....		2450	25
2574	CLINICAL PSYCHOLOGIST.....	Z	2574	27
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	9998	71
1948	CODING SUPERVISOR, PURCHASING DEPT.....		1934	18
4366	COLLECTION SUPERVISOR.....		1444	7
4306	COLLECTIONS CLERK.....		1444	6
3591	COLLEGE AIDE.....		3593	38
4310	COMMERCIAL DIV ASST SUPERVISOR.....		1444	6
1116	COMMERCIAL DIVISION ASSISTANT MANAGER...	Z	1840	14
1118	COMMERCIAL DIVISION MANAGER.....	Z	1840	14
4311	COMMERCIAL DIVISION SUPERVISOR.....		1444	6
8146	COMMERCIAL PROPERTY MANAGER.....	Z	4261	40
7257	COMMUNICATION LINE SUPERVISOR I.....		7345	50
7273	COMMUNICATION LINE WORKER SUPV II.....		7345	50
9770	COMMUNITY DEVELOPMENT ASSISTANT.....	Z	5278	45
9772	COMMUNITY DEVELOPMENT SPECIALIST.....	Z	5278	45
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	1314	3
9976	COMMUNITY RELATIONS SPECIALIST SFUSD...	Z	3593	38
2951	COMMUNITY SERVICES COORDINATOR.....	Z	2910	33
9471	COMMUNITY WORKER.....		2910	33
8166	COMPENSATION CLAIMS SUPERVISOR.....	Z	8146	59
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR....	Z	1736	11
1741	COMPUTER OPERATIONS SUPERVISOR I.....	Z	1736	11
1739	COMPUTER OPERATIONS SUPERVISOR II.....	Z	1736	11
9107	COMPUTER OPERATIONS SUPERVISOR, PORT....		1872	17
1740	COMPUTER OPERATIONS SUPPORT SUPERVISOR..	Z	1736	11
1734	COMPUTER OPERATOR I.....		1736	11
1736	COMPUTER OPERATOR II.....		1736	11

CLASS	TITLE		BENCHMARK	PAGE
1731	COMPUTER OPERATOR TRAINEE.....		1736	11
1514	CONFID SECRETARY OF SUPT OF SCHOOLS.....		1444	5
1520	CONFID SECRETARY TO DISTRICT ATTORNEY...		1444	5
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR	Z	1444	5
1502	CONFID SECY TO DIR, PARKING AUTHORITY...		1444	5
8134	CONFIDENTIAL CRIME REPORTER.....		1444	7
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	1840	14
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	1840	14
1516	CONFIDENTIAL SECRETARY TO SUPT, SFJCD...		1444	5
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	1840	14
1523	CONFINDENTIAL SECRETARY TO THE C.A.O....	Z	1444	5
9360	CONSTRUCTION AND MAINT SUPV II, PORT....		7355	54
6318	CONSTRUCTION INSPECTOR.....		5204	43
8154	CONSUMER MEDIATION REPRESENTATIVE.....		8146	59
1330	CONSUMER RELATIONS REP.....		1314	3
2992	CONTRACT COMPLIANCE OFFICER I.....	Z	1233	1
2978	CONTRACT COMPLIANCE OFFICER II.....		1233	1
1853	CONTROL CLERK, EDP.....		1720	10
1858	CONTROL SUPERVISOR, EDP.....		1720	10
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	8176	61
1682	CONTROLLER.....	Z	9998	70
4130	CONVENTION FACILITIES ASSISTANT MANAGER.	Z	4261	40
2632	COOK-MANAGER, ELEMENTARY SCHOOL.....		2604	28
2634	COOK-MANAGER, SECONDARY SCHOOL.....		2604	28
2654	COOK.....		2604	28
5408	COORDINATOR OF CITIZEN INVOLVEMENT.....	Z	5278	44
3642	COORDINATOR, ADULT LIBRARY SERVICES....	Z	3630	39
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	3630	39
2991	COORDINATOR, HUMAN RIGHTS COMMISSION....	Z	1233	1
1817	COPY READER.....	Z	5278	44
2580	CORONER'S INVESTIGATOR.....		8146	59
8318	COUNSELOR II.....		8320	67
8321	COUNSELOR-BOYS' RANCH SCHOOL.....		8320	67
8320	COUNSELOR-JUVENILE HALL.....		8320	67
1142	COUNTY CLERK.....	Z	9998	70
8446	COURT ALTERNATIVE SPECIALIST I.....		8440	68
8448	COURT ALTERNATIVE SPECIALIST II.....		8440	68
8113	COURT CLERK.....		1444	7
8138	COURT REPORTER.....		1444	7
3260	CRAFTS INSTRUCTOR.....	Z	3284	34
8482	CRIME PREVENTION WORKER.....		8204	62
8450	CRIMINAL JUSTICE SPECIALIST I.....	Z	8440	68
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	8440	68
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	8441	68
8260	CRIMINALIST.....	Z	8260	51

CLASS	TITLE		BENCHMARK	PAGE
3541	CURATOR I	Z	3542	37
3542	CURATOR II	Z	3542	37
3544	CURATOR III	Z	3542	37
3546	CURATOR IV	Z	3542	37
3262	CURATOR OF INDUSTRIAL ARTS	Z	3284	34
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM	Z	3284	35
3360	CURATOR OF ZOOLOGICAL EXHIBITS	Z	7514	57
3547	CURATOR V	Z	3542	37
3540	CURATORIAL AIDE		3542	37
2716	CUSTODIAL ASSISTANT SUPERVISOR		2708	30
2718	CUSTODIAL SUPERVISOR I		2708	30
2708	CUSTODIAN		2708	30
3238	DANCE INSTRUCTOR	Z	3284	34
1720	DATA ENTRY OPERATOR		1720	10
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV	Z	1872	17
9334	DECKHAND, TUGS AND DREDGES		7328	47
2202	DENTAL AIDE		2426	23
2204	DENTAL HYGIENIST		2426	23
2210	DENTIST	Z	2230	20
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS	Z	9998	71
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS	Z	9998	71
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN	Z	9998	72
5194	DEP DIRECTOR OF DPW FOR OPERATIONS	Z	9998	72
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC	Z	9998	72
5165	DEP GEN MGR, OPER & MAINT, WATER DEPT	Z	9998	72
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL	Z	9998	72
1276	DEPARTMENTAL PERSONNEL DIRECTOR	Z	1242	2
1270	DEPARTMENTAL PERSONNEL OFFICER	Z	1242	2
1140	DEPUTY CLERK OF THE BOARD OF SUPERVISORS		9998	70
2897	DEPUTY DIR FOR PROG PLAN DEV, RES, EVAL	Z	9998	71
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z	9998	72
1107	DEPUTY DIR, RENT ARBITRATION BOARD	Z	9998	70
2985	DEPUTY DIR,COMMISSION ON AGING	Z	9998	71
2896	DEPUTY DIRECTOR FOR COMM HEALTH PROG	Z	9998	71
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH	Z	9998	71
2893	DEPUTY DIRECTOR OF ADMINISTRATION	Z	9998	71
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CHHS	Z	9998	71
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING	Z	9998	72
5115	DEPUTY DIRECTOR OF PLANNING		9998	72
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	9998	73
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	9998	73
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	9998	73
9778	DEPUTY EXECUTIVE DIRECTOR O.C.D	Z	9998	73
5111	DEPUTY FOR DEVELOPMENT	Z	1840	15
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		9998	73

CLASS	TITLE		BENCHMARK	PAGE
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	9998	73
9185	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	9998	73
8304	DEPUTY SHERIFF		8304	66
5183	DEPUTY SUPT, BUILDING INSPECTION	Z	5204	41
4373	DEPUTY TAX ADMINISTRATOR	Z	9998	72
2442	DIAGNOSTIC MEDICAL SONOGRAPHER II		2426	23
2441	DIAGONOSTIC MEDICAL SONOGRAPHER I		2426	23
9337	DIESEL TUGBOAT OPERATOR		7328	47
2624	DIETITIAN	Z	2624	29
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV.	Z	2556	26
5107	DIR OF BUILDINGS AND GROUNDS, SFUSD		7334	48
6126	DIR, BUR OF ENVIRONMENTAL HEALTH SERV	Z	8146	59
9714	DIR, MAYOR'S OFFICE OF EMP AND TRAINING.	Z	1242	2
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS	Z	9998	71
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	1840	15
9278	DIRECTOR OF AIRPORTS	Z	9998	73
2250	DIRECTOR OF CLINICAL SERVICES	Z	2230	20
5402	DIRECTOR OF COMMUNITY DEVELOPMENT	Z	9998	72
2638	DIRECTOR OF FOOD SERVICES, SFUSD	Z	2624	29
2662	DIRECTOR OF FOOD SERVICES	Z	2604	28
2821	DIRECTOR OF HEALTH PROGRAM PLANNING	Z	9998	71
1168	DIRECTOR OF HEALTH	Z	9998	70
1857	DIRECTOR OF INFORMATION	Z	1314	3
8344	DIRECTOR OF JUVENILE HALL	Z	8320	67
2452	DIRECTOR OF PHARMACEUTICAL SERVICES	Z	2450	25
9189	DIRECTOR OF PLANNING, MUNI RAILWAY		5278	44
5116	DIRECTOR OF PLANNING	Z	9998	72
4150	DIRECTOR OF PROPERTY	Z	9998	72
5190	DIRECTOR OF PUBLIC WORKS	Z	9998	72
1162	DIRECTOR OF PURCHASING AND SERVICES	Z	9998	70
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR		1844	6
9177	DIRECTOR OF SYSTEMS SAFETY		5204	41
1234	DIRECTOR OF TRAINING	Z	1242	2
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV	Z	9998	71
2988	DIRECTOR, AGING PROGRAM	Z	9998	71
8330	DIRECTOR, BOYS' RANCH SCHOOL	Z	8320	67
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY	Z	1242	2
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS	Z	9220	69
8488	DIRECTOR, CRIME PREVENTION PROGRAM		8204	63
3562	DIRECTOR, CULTURAL AFFAIRS	Z	9998	71
2212	DIRECTOR, DIVISION OF DENTAL HEALTH	Z	2206	19
8246	DIRECTOR, EMERGENCY SERVICES	Z	9998	73
8185	DIRECTOR, FAMILY SUPPORT BUREAU	Z	8176	61
9484	DIRECTOR, FINANCE AND ADMINISTRATION		1414	4
2986	DIRECTOR, HUMAN RIGHTS COMMISSION	Z	9998	71

CLASS	TITLE		BENCHMARK	PAGE
9388	DIRECTOR, MARITIME		1840	16
2118	DIRECTOR, MEDICAL RECORDS	Z	1444	6
8128	DIRECTOR, OFFICE OF CITIZEN COMPLAINTS	Z	8146	59
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT	Z	1242	2
9383	DIRECTOR, PLANNING AND RESEARCH	Z	1840	15
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES	Z	2444	24
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS	Z	2910	33
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING	Z	9998	70
1896	DIRECTOR, WELFARE AUDITS	Z	1650	9
2806	DISEASE CONTROL INVESTIGATOR	Z	8146	59
8146	DISTRICT ATTORNEY'S INVESTIGATOR	Z	8146	59
8198	DISTRICT ATTORNEY	Z	9998	73
2234	DISTRICT HEALTH OFFICER	Z	2230	20
1278	DIVISION MANAGER, PERSONNEL	Z	1242	2
5156	DIVISION MANAGER, SUBURBAN OPERATIONS	Z	5204	41
3240	DRAMA INSTRUCTOR	Z	3284	34
9340	DREDGING SUPERVISOR		7328	47
2702	DRESSING ROOM ATTENDANT		2708	30
7424	DRYER-MIXER OPERATOR		7328	47
2977	EDUCATION INTEGRATION SPECIALIST	Z	1233	1
1486	EDUCATIONAL CREDENTIALS TECHNICIAN		1444	5
7131	ELEC MAINT AND CONSTRUCTION SUPT	Z	7345	50
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY	Z	7345	50
1403	ELECTIONS CLERK		1444	4
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR		1444	5
1475	ELECTIONS PLANNING SUPERVISOR		1444	5
1414	ELECTIONS SUPERVISOR		1444	4
1471	ELECTIONS WORKER		1444	5
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I		7345	50
7319	ELECTRIC MOTOR REPAIRER		7345	50
5240	ELECTRICAL ENGINEER	Z	5204	42
5350	ELECTRICAL ENGINEERING ASSISTANT I		5204	43
5352	ELECTRICAL ENGINEERING ASSISTANT II		5204	43
5354	ELECTRICAL ENGINEERING ASSOCIATE I		5204	43
6248	ELECTRICAL INSPECTOR	Z	7345	50
7812	ELECTRICAL LINE HELPER		7345	51
7338	ELECTRICAL LINE WORKER		7345	50
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR		7345	50
7368	ELECTRICAL TRANSIT MECHANIC ASST SUPV		7345	51
7253	ELECTRICAL TRANSIT MECHANIC SUPV I		7345	50
7379	ELECTRICAL TRANSIT MECHANIC		7345	51
7499	ELECTRICAL TRANSIT SERVICE WORKER		7345	51
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I		7345	50
7218	ELECTRICIAN SUPERVISOR I		7345	50
7276	ELECTRICIAN SUPERVISOR II		7345	50

CLASS	TITLE		BENCHMARK	PAGE
7345	ELECTRICIAN.....		7345	50
2432	ELECTROCARDIOGRAPH TECHNICIAN.....		2426	23
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....		2426	23
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II.....		2426	23
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN....		7345	51
7318	ELECTRONIC MAINTENANCE TECHNICIAN.....		7345	50
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR.		7345	50
7321	ELEVATOR MECHANIC.....		7334	48
7426	ELEVATOR OPERATOR.....		8204	62
2911	ELIGIBILITY APPEALS SPECIALIST.....	Z	2903	32
2907	ELIGIBILITY WORKER SUPERVISOR.....		2903	32
2903	ELIGIBILITY WORKER.....		2903	32
8247	EMERGENCY PLANNING COORDINATOR.....		9998	73
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR		2574	27
9702	EMPLOYMENT AND TRAINING SPECIALIST I....	Z	1242	2
9704	EMPLOYMENT AND TRAINING SPECIALIST II...	Z	1242	2
9706	EMPLOYMENT AND TRAINING SPECIALIST III..	Z	1242	2
9708	EMPLOYMENT AND TRAINING SPECIALIST IV...	Z	1242	2
9710	EMPLOYMENT AND TRAINING SPECIALIST V....	Z	1242	2
9366	ENGINEERING AIDE, PORT.....		5204	43
5366	ENGINEERING ASSOCIATE II.....		5204	43
8280	ENVIRONMENTAL CONTROL OFFICER.....		8204	62
6120	ENVIRONMENTAL HEALTH INSPECTOR.....	Z	8146	59
5284	ENVIRONMENTAL REVIEW OFFICER.....	Z	5278	44
1425	EQUALIZATION CLERK-TYPIST.....		1444	4
4230	ESTATE INVESTIGATOR.....	Z	8146	59
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	1840	14
1550	EXEC ASST TO THE BD OF ED.....		1840	14
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	9998	70
3115	EXEC ASST, REC & PARK (ABOLISH 12/12/83)	Z	3284	31
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM..	Z	9998	71
1105	EXEC DIR , RENT ARBITRATION BOARD.....	Z	9998	71
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z	9998	71
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	8840	66
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	9998	70
1111	EXEC DIRECTOR, RELOCATION APPEALS BOARD.	Z	1870	41
3110	EXEC SECY TO GEN MANAGER, REC AND PARK ..	Z	1840	13
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	1840	13
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	1840	13
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	1840	13
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	9998	71
9780	EXECUTIVE DIRECTOR O.C.D.....	Z	9998	71
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	9998	71
5167	EXECUTIVE DIRECTOR, FLEET/ALTEX PROGRAM	Z	9998	71
1574	EXECUTIVE SECRETARY TO THE CONTROLLER..	Z	1840	13

CLASS	TITLE		BENCHMARK	PAGE
3566	EXECUTIVE SECRETARY, MUSEUMS	Z	1650	9
8157	FAMILY SUPPORT INVESTIGATOR I	Z	8146	59
8158	FAMILY SUPPORT INVESTIGATOR II	Z	8146	59
8159	FAMILY SUPPORT INVESTIGATOR III	Z	8146	59
9110	FARE COLLECTIONS RECEIVER		1444	7
3402	FARMER	Z	7514	57
3480	FARMERS MARKET MANAGER		1840	15
1914	FILM SERVICE TECHNICIAN		1934	18
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH	Z	1650	9
1487	FINANCIAL AIDS ASSISTANT		2903	32
1678	FINANCIAL OPERATIONS DIRECTOR	Z	1650	9
1679	FINANCIAL REPORTS SPECIALIST	Z	1650	9
8249	FINGERPRINT TECHNICIAN I		8260	65
8250	FINGERPRINT TECHNICIAN II		8260	65
8251	FINGERPRINT TECHNICIAN III		8260	65
8238	FIRE ALARM DISPATCHER		8238	64
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR		7347	53
7323	FIRE DEPT WATER SYSTEM ASST SUPV		7347	53
5215	FIRE PROTECTION ENGINEER	Z	5204	41
8280	FIRE SAFETY INSPECTOR I		7344	49
8281	FIRE SAFETY INSPECTOR II		7344	49
9980	FIRE SAFETY TECHNICIAN		8204	62
2637	FOOD SERVICE ASSISTANT SUPERVISOR	Z	2624	29
2618	FOOD SERVICE SUPERVISOR		2604	28
2604	FOOD SERVICE WORKER		2604	28
2523	FORENSIC AUTOSPY TECHNICIAN		2312	22
9346	FUSION WELDER		7347	53
3418	GARDENER ASSISTANT SUPERVISOR		7514	57
3417	GARDENER		7514	57
7130	GEN SUPERINTENDENT, FACILITIES MAINT	Z	7345	50
9159	GENERAL CLAIMS AGENT	Z	8146	60
8512	GENERAL CLERK TYPIST		1444	7
7215	GENERAL LABORER SUPERVISOR I		7514	57
7518	GENERAL LABORER		7514	58
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	9998	70
1150	GENERAL MANAGER, DEPT OF ELECTRICITY	Z	9998	70
2974	GENERAL MANAGER, DEPT OF SOC SERVICES	Z	9998	71
5185	GENERAL MANAGER, HETCH HETCHY PROJECT	Z	1840	15
9186	GENERAL MANAGER, MUNICIPAL RAILWAY	Z	9998	73
1292	GENERAL MANAGER, PERSONNEL	Z	9998	70
3140	GENERAL MANAGER, REC PARK DEPT	Z	9998	71
2786	GENERAL SERVICES MANAGER		2708	30
2742	GENERAL SERVICES SUPERVISOR		2708	30
7126	GENERAL UTILITY MECHANIC		7381	55
7233	GLAZIER SUPERVISOR I		7344	49

CLASS	TITLE		BENCHMARK	PAGE
7326	GLAZIER		7344	49
3226	GOLF COURSE STARTER		3284	34
7327	GRANITE CUTTER		7514	58
5322	GRAPHIC ARTIST		5204	42
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS		1444	7
2546	HANDICRAFT INSTRUCTOR		2556	26
9350	HARBOR POLICE OFFICER		8304	66
1656	HEAD ACCOUNTANT	Z	1650	9
9242	HEAD AIRPORT ELECTRICIAN		7345	51
3324	HEAD ANIMAL KEEPER		7514	57
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL	Z	8176	61
9336	HEAD DREDGE LEVER OPERATOR		7328	47
7351	HEAD MEAT CUTTER		2604	28
8210	HEAD PARK PATROL OFFICER		8204	62
1774	HEAD PHOTOGRAPHER		1770	13
2119	HEALTH CARE ANALYST	Z	1840	15
1635	HEALTH CARE BILLING CLERK I		1444	6
1636	HEALTH CARE BILLING CLERK II		1444	6
2822	HEALTH EDUCATOR	Z	2574	27
2589	HEALTH PROGRAM COORDINATOR I	Z	2574	27
2591	HEALTH PROGRAM COORDINATOR II	Z	2574	27
2593	HEALTH PROGRAM COORDINATOR III	Z	2574	27
2818	HEALTH PROGRAM PLANNER		2574	27
2585	HEALTH WORKER I		2574	27
2586	HEALTH WORKER II		2574	27
2587	HEALTH WORKER III		2574	27
2588	HEALTH WORKER IV		2574	27
6235	HEAT AND VENTILATION INSPECTOR		7334	48
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV	Z	7355	54
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR	Z	7355	54
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR		7381	55
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS	Z	5204	41
2420	HISTOLOGY TECHNICIAN		2312	22
7428	HODCARRIER		7514	58
2994	HOMEMAKER		2910	33
2140	HOSPITAL ADMINISTRATIVE ASSISTANT	Z	1840	15
2143	HOSPITAL ASSISTANT ADMINISTRATOR	Z	9998	71
2145	HOSPITAL ASSOCIATE ADMINISTRATOR	Z	9998	71
2908	HOSPITAL ELIGIBILITY WORKER		2903	32
2909	HOSPITAL ELIGIBILTY SUPERVISOR		2903	32
2706	HOUSEKEEPER		2708	30
8224	HOUSING AUTHORITY POLICE LIEUTENANT		8304	66
8222	HOUSING AUTHORITY POLICE OFFICER		8304	66
8223	HOUSING AUTHORITY POLICE SERGEANT		8304	66
6270	HOUSING INSPECTOR		7344	49

CLASS	TITLE		BENCHMARK	PAGE
5320	ILLUSTRATOR AND ART DESIGNER	Z	5204	42
5209	INDUSTRIAL ENGINEER	Z	5204	41
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY	Z	8146	59
3424	INSECTICIDE SPRAY OPERATOR		7514	57
6220	INSPECTOR OF WEIGHTS AND MEASURES		3450	36
7524	INSTITUTION UTILITY WORKER		2708	30
2120	INSTITUTIONAL ADMITTING OFFICER		2312	22
8206	INSTITUTIONAL POLICE CAPTAIN		8204	62
8209	INSTITUTIONAL POLICE LIEUTENANT		8204	62
8204	INSTITUTIONAL POLICE OFFICER		8204	62
8205	INSTITUTIONAL POLICE SERGEANT		8204	62
3593	INSTRUCTIONAL AIDE I		3593	38
3594	INSTRUCTIONAL AIDE II		3593	38
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR	Z	5278	44
1920	INVENTORY CLERK		1444	6
8124	INVESTIGATOR, OFFICE OF CITIZEN COMPLAIN	Z	8146	59
4334	INVESTIGATOR, TAX COLLECTOR		1444	6
2517	JAIL MEDICAL TECHNICIAN		2312	22
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR		2708	30
2720	JANITORIAL SERVICES SUPERVISOR		2708	30
1626	JUNIOR ACCOUNT CLERK		1444	6
1820	JUNIOR ADMINISTRATIVE ANALYST	Z	1840	14
5202	JUNIOR CIVIL ENGINEER	Z	5204	41
1442	JUNIOR CLERK STENOGRAPHER		1444	4
1422	JUNIOR CLERK TYPIST		1444	4
1402	JUNIOR CLERK		1444	4
5214	JUNIOR ELECTRICAL ENGINEER	Z	5204	42
1840	JUNIOR MANAGEMENT ASSISTANT	Z	1840	14
5250	JUNIOR MECHANICAL ENGINEER	Z	5204	42
3285	JUNIOR MUSEUM DIRECTOR	Z	3284	34
2484	JUNIOR PUBLIC HEALTH CHEMIST	Z	2444	24
5270	JUNIOR WATER PURIFICATION ENGINEER	Z	5204	41
2402	LABORATORY HELPER		2312	22
3406	LAND USE AIDE	Z	4261	40
5274	LANDSCAPE ARCHITECT	Z	5204	42
3440	LANDSCAPING AND STREET PLANTING SUPV		7514	57
2782	LAUNDRY SUPERINTENDENT		2760	31
2780	LAUNDRY WORKER SUPERVISOR		2760	31
2760	LAUNDRY WORKER		2760	31
8173	LEGAL ASSISTANT		1444	7
8106	LEGAL PROCESS CLERK		1444	7
1458	LEGAL STENOGRAPHER		1444	5
8118	LEGISLATION CLERK		1444	7
1837	LEGISLATIVE AIDE, BOARD OF SUPERVISORS	Z	1840	14
8116	LEGISLATIVE CALENDAR CLERK		1444	7

CLASS	TITLE		BENCHMARK	PAGE
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION..		1444	5
3630	LIBRARIAN I.....	Z	3630	39
3633	LIBRARIAN II ASIAN ART.....	Z	3630	39
3631	LIBRARIAN II FINE ARTS.....	Z	3630	39
3632	LIBRARIAN II.....	Z	3630	39
3634	LIBRARIAN III.....	Z	3630	39
3610	LIBRARY ASSISTANT.....		3630	39
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY..		3630	39
3602	LIBRARY PAGE.....		3630	39
3616	LIBRARY TECHNICAL ASSISTANT I.....		3630	39
3618	LIBRARY TECHNICAL ASSISTANT II.....		3630	39
4336	LICENSE BUREAU ASSISTANT SUPERVISOR....		1444	6
2312	LICENSED VOCATIONAL NURSE.....		2312	22
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER...		5204	43
7510	LIGHTING FIXTURE MAINTENANCE WORKER.....		7345	51
6252	LINE INSPECTOR.....		7345	50
3202	LOCKER ROOM ATTENDANT.....		3284	34
7236	LOCKSMITH SUPERVISOR I.....		7344	49
7342	LOCKSMITH.....		7344	49
7123	MACHINE SHOP AND PARKING METER SUPT.....	Z	7381	55
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR		1760	12
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY.	Z	7344	49
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ.	Z	7344	49
7219	MAINTENANCE ESTIMATOR AND SCHEDULER.....		7344	49
7434	MAINTENANCE MACHINIST HELPER.....		7381	55
7258	MAINTENANCE MACHINIST SUPERVISOR I.....		7381	55
7332	MAINTENANCE MACHINIST.....		7381	55
7263	MAINTENANCE MANAGER, SFUSD.....		7334	48
7262	MAINTENANCE PLANNER, SFUSD.....		7334	48
1815	MANAGEMENT AIDE.....		1840	11
1825	MANAGEMENT ANALYST.....	Z	1840	14
1842	MANAGEMENT ASSISTANT.....	Z	1840	15
1821	MANAGEMENT INFO SYSTEMS MANAGER.....	Z	1242	2
1818	MANAGEMENT INFO SYSTEMS SPECIALIST II...	Z	1242	2
1819	MANAGEMENT INFO SYSTEMS SPECIALIST III..	Z	1242	2
1811	MANAGEMENT INFORMATION SYSTEMS SPECIALIS	Z	1242	2
1808	MANAGEMENT INFORMATION SYSTEMS TECH I...		1720	10
1807	MANAGEMENT INFORMATION SYSTEMS TECH II..	Z	1720	10
9373	MANAGER OF MARKETING.....	Z	1314	3
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC	Z	1872	17
1886	MANAGER, BUR OF PERFORM MONITORING, PUC.	Z	1840	16
5132	MANAGER, BUR OF WATER POLLUTION CONTROL.	Z	9998	72
1890	MANAGER, DATA PROCESSING, SFUSD.....	Z	9998	71
7119	MANAGER, SEWER REPAIR.....		9998	73
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR...		9998	4

CLASS	TITLE		BENCHMARK	PAGE
3232	MARINA ASSISTANT MANAGER		3284	34
3234	MARINA MANAGER		3284	34
9335	MARINE FIRE AND BOILER OPERATOR		7328	47
9376	MARKET RESEARCH SPECIALIST, PORT	Z	1840	15
1924	MATERIALS AND SUPPLIES SUPERVISOR		1934	18
1944	MATERIALS COORDINATOR		1952	19
5304	MATERIALS TESTING AIDE		5204	42
5305	MATERIALS TESTING TECHNICIAN		5204	42
1848	MAYOR'S PROGRAM CONSULTANT	Z	1840	15
1849	MAYOR'S PROGRAM MANAGER	Z	1840	15
1851	MAYOR'S SENIOR PROGRAM MANAGER	Z	1840	15
1190	MAYOR	Z	9998	70
7380	MEAT CUTTER		2604	28
5256	MECHANICAL ENGINEER	Z	5204	42
5342	MECHANICAL ENGINEERING ASSISTANT I		5204	43
5344	MECHANICAL ENGINEERING ASSISTANT II		5204	43
5346	MECHANICAL ENGINEERING ASSOCIATE I		5204	43
7126	MECHANICAL SHOP AND EQUIPMENT SUPT		7381	55
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM	Z	2230	20
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR		1444	7
8170	MEDICAL CLAIMS SUPERVISOR	Z	1444	7
1464	MEDICAL CLERK STENOGRAPHER		1444	5
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL	Z	9998	71
2430	MEDICAL EVALUATIONS ASSISTANT		2426	23
3658	MEDICAL LIBRARIAN	Z	3630	39
2110	MEDICAL RECORDS CLERK		1444	6
3650	MEDICAL RECORDS LIBRARIAN		1444	6
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR		1444	6
2112	MEDICAL RECORDS TECHNICIAN		1444	6
2924	MEDICAL SOCIAL WORK SUPERVISOR	Z	2910	33
2920	MEDICAL SOCIAL WORKER	Z	2910	33
2528	MEDICAL STEWARD		2312	22
1440	MEDICAL TRANSCRIBER TYPIST		1444	4
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM		1840	14
2823	MENTAL HEALTH EDUCATOR	Z	2574	27
7389	METALSMITH		7381	55
1466	METER READER		1466	8
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	1314	3
1887	MGR, BUREAU OF CLAIMS & CONTRACTS, PUC	Z	9998	71
2462	MICROBIOLOGIST	Z	2444	24
1750	MICROPHOTO TECHNICIAN		1760	12
7310	MOBILE EQUIPMENT ASSISTANT SUPERVISOR	Z	7355	54
7210	MOBILE EQUIPMENT SUPERVISOR	Z	7355	54
2520	MORGUE ATTENDANT		2312	22
9998	MULTIPLE BENCHMARK CLASSES		9998	73

CLASS	TITLE		BENCHMARK	PAGE
3419	MUNICIPAL STADIUM GROUNDKEEPER		7514	57
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)		3542	37
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS)	Z	3542	37
3526	MUSEUM CONSERVATOR ASSISTANT		3542	37
3528	MUSEUM CONSERVATOR		3542	37
3502	MUSEUM EXHIBIT PACKER AND REPAIRER		3542	37
3550	MUSEUM EXHIBITION DESIGNER	Z	3542	37
8226	MUSEUM GUARD		8204	62
3534	MUSEUM PHOTOGRAPHER		1770	13
3520	MUSEUM PREPARATOR		3542	37
3556	MUSEUM REGISTRAR		3542	37
8423	NEIGHBORHOOD COORDINATOR	Z	8440	68
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE		1444	7
3428	NURSERY SPECIALIST		7514	57
2846	NUTRITIONIST	Z	2624	29
2548	OCCUPATIONAL THERAPIST	Z	2556	26
1760	OFFSET MACHINE OPERATOR		1760	12
7328	OPERATING ENGINEER, UNIVERSAL		7328	47
1829	OPERATIONS ANALYST	Z	1840	14
2561	OPTOMETRIST		2556	26
3250	ORCHESTRA INSTRUCTOR	Z	3284	34
2301	ORDERLY TRAINEE		2312	22
2302	ORDERLY		2312	22
3530	ORGANIST		3284	34
9342	ORNAMENTAL IRON WORKER SUPERVISOR I		7344	49
7395	ORNAMENTAL IRON WORKER		7344	49
2514	ORTHOPEDIC TECHNICIAN I		2312	22
2515	ORTHOPEDIC TECHNICIAN II		2312	22
7242	PAINTER SUPERVISOR I		7346	52
7278	PAINTER SUPERVISOR II		7346	52
7346	PAINTER		7346	52
2534	PARAMEDIC SUPERVISOR	Z	2312	22
2532	PARAMEDIC		2312	22
8208	PARK PATROL OFFICER		8204	62
3422	PARK SECTION SUPERVISOR		7514	57
1102	PARKING AUTHORITY ASSISTANT DIRECTOR	Z	9998	70
1104	PARKING AUTHORITY DIRECTOR	Z	9998	70
8214	PARKING CONTROL OFFICER		8214	63
7243	PARKING METER REPAIRER SUPERVISOR I		7384	56
7444	PARKING METER REPAIRER		7384	56
3350	PARKS SUPERINTENDENT	Z	9998	71
1637	PATIENT ACCOUNTS CLERK		1444	6
1664	PATIENT ACCOUNTS MANAGER		1444	6
1663	PATIENT ACCOUNTS SUPERVISOR		1444	6
7358	PATTERNMAKER		7384	56

CLASS	TITLE		BENCHMARK	PAGE
1220	PAYROLL CLERK		1444	4
1218	PAYROLL SUPERVISOR	Z	1444	4
4119	PERFORMONG ARTS CENTER AIDE		1840	15
4220	PERSONAL PROPERTY AUDITOR	Z	4261	40
1242	PERSONNEL ANALYST	Z	1242	2
1202	PERSONNEL CLERK		1444	4
1201	PERSONNEL TECHNICIAN TRAINEE		1242	2
1203	PERSONNEL TECHNICIAN		1444	4
2450	PHARMACIST	Z	2450	25
2406	PHARMACY HELPER		2312	22
2409	PHARMACY TECHNICIAN		2312	22
1772	PHOTO LITHOGRAPHER		1760	12
1770	PHOTOGRAPHER		1770	13
3256	PHOTOGRAPHY DIRECTOR	Z	3284	34
3256	PHOTOGRAPHY INSTRUCTOR	Z	3284	34
2556	PHYSICAL THERAPIST	Z	2556	26
2554	PHYSICAL THERAPY AIDE		2556	26
2230	PHYSICIAN SPECIALIST	Z	2230	20
2220	PHYSICIAN	Z	2230	20
3248	PIANIST	Z	3284	34
7359	PIANO TUNER		3284	35
9330	PILE WORKER		7344	49
9331	PILEDRIVER ENGINE OPERATOR		7328	47
9332	PILEDRIVER SUPERVISOR I		7344	49
7360	PIPE WELDER		7347	53
6262	PLAN CHECKER (ARCHITECTURAL)		5204	43
5277	PLANNER I	Z	5278	44
5278	PLANNER II	Z	5278	44
5292	PLANNER III (ZONING)	Z	5278	44
5298	PLANNER III ENVIRONMENTAL REVIEW	Z	5278	44
5281	PLANNER III, ADMINISTRATIVE	Z	5278	44
5293	PLANNER III, TRANSPORTATION	Z	5278	44
5291	PLANNER III, URBAN DESIGN	Z	5278	44
5286	PLANNER III	Z	5278	44
5294	PLANNER IV (ZONING)	Z	5278	44
5299	PLANNER IV ENVIRONMENTAL REVIEW	Z	5278	44
5296	PLANNER IV, URBAN SYSTEMS ANALYST	Z	5278	44
5282	PLANNER IV	Z	5278	44
5297	PLANNER V (ZONING)	Z	5278	44
5283	PLANNER V, URBAN DESIGN	Z	5278	44
5412	PLANNING COORDINATOR	Z	5278	44
7361	PLASTERER		7344	49
7238	PLUMBER SUPERVISOR I		7347	53
7236	PLUMBER SUPERVISOR II		7347	53
7347	PLUMBER		7347	53

CLASS	TITLE		BENCHMARK	PAGE
6242	PLUMBING INSPECTOR	Z	7347	53
8274	POLICE CADET		8214	63
8238	POLICE COMMUNICATIONS DISPATCHER		8238	64
8213	POLICE SERVICES AIDE		8214	63
1803	POLICE STATISTICAL CLERK		1444	6
3208	POOL LIFEGUARD		3284	34
9397	PORT DEVELOPMENT CONSULTANT		5278	44
9389	PORT TRAFFIC ANALYST	Z	1840	16
9387	PORT TRAFFIC MANAGER	Z	1840	16
2738	PORTER ASSISTANT SUPERVISOR		2708	30
2740	PORTER SUPERVISOR I		2708	30
2736	PORTER		2708	30
2273	POST M.D. I		2275	21
2275	POST M.D. II		2275	21
2277	POST M.D. III		2275	21
2279	POST M.D. IV		2275	21
2281	POST M.D. V		2275	21
2283	POST M.D. VI		2275	21
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I		7345	50
7128	POWER HOUSE SUPERINTENDENT	Z	7345	50
7244	POWER PLANT SUPERVISOR I		7345	50
7279	POWERHOUSE ELECTRICIAN SUPV II		7345	50
7363	POWERHOUSE ELECTRICIAN		7345	50
7364	POWERHOUSE OPERATOR		7345	50
1634	PRINCIPAL ACCOUNT CLERK		1444	6
1654	PRINCIPAL ACCOUNTANT	Z	1650	9
1824	PRINCIPAL ADMINISTRATIVE ANALYST	Z	1840	11
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	4261	10
5273	PRINCIPAL ARCHITECT	Z	5204	42
5212	PRINCIPAL CIVIL ENGINEER	Z	5204	41
1450	PRINCIPAL CLERK STENOGRAPHER		1444	5
1408	PRINCIPAL CLERK		1444	4
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	Z	8146	59
9117	PRINCIPAL FARE COLLECTIONS RECEIVER		1441	7
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR		1444	6
1461	PRINCIPAL LEGAL STENOGRAPHER	Z	1444	5
3524	PRINCIPAL MUSEUM PREPARATOR		3542	37
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK		1444	4
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR	Z	4261	10
1246	PRINCIPAL PERSONNEL ANALYST	Z	1840	2
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	8146	59
4267	PRINCIPAL REAL PROPERTY APPRAISER	Z	4261	10
3291	PRINCIPAL RECREATION SUPERVISOR	Z	3484	18
4143	PRINCIPAL RIGHT-OF-WAY AGENT	Z	4261	10
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE	Z	1444	5

CLASS	TITLE		BENCHMARK	PAGE
1216	PRINCIPAL TIMEROLL AUDIT CLERK		1444	4
5233	PRINCIPAL TRAFFIC ENGINEER	Z	5204	42
1480	PRINCIPAL WATER SERVICES CLERK		1444	5
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	8176	61
8419	PRISONER SERVICES COUNSELOR		8440	68
8440	PROBATION OFFICER		8440	68
8102	PROCESS SERVER		1444	7
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY	Z	5278	44
2895	PROGRAM CHIEF, CMHS	Z	9998	71
2894	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH	Z	9998	71
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY	Z	5278	44
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	5278	44
1870	PROGRAMMER ANALYST TRAINEE	Z	1872	17
1872	PROGRAMMER ANALYST	Z	1872	17
8425	PROJECT COORDINATOR, SAFE	Z	8440	68
1879	PROJECT MANAGER, SPECIAL PROJECT	Z	1872	17
6336	PROPERTY REHABILITATION MANAGER	Z	7344	49
7320	PROPERTY STAGE HAND		7344	49
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY	Z	8146	59
2304	PSYCHIATRIC ORDERLY		2312	22
2930	PSYCHIATRIC SOCIAL WORKER	Z	2910	33
2305	PSYCHIATRIC TECHNICIAN		2312	22
1126	PUBLIC ADMINISTRATOR	Z	9998	70
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT	Z	9998	72
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT	Z	9998	72
8142	PUBLIC DEFENDER'S INVESTIGATOR	Z	8146	59
8196	PUBLIC DEFENDER	Z	9998	73
2486	PUBLIC HEALTH CHEMIST I	Z	2444	24
2488	PUBLIC HEALTH CHEMIST II	Z	2444	24
2490	PUBLIC HEALTH CHEMIST III	Z	2444	24
1312	PUBLIC INFORMATION OFFICER		1314	3
1316	PUBLIC RELATIONS ASSISTANT		1444	4
1314	PUBLIC RELATIONS OFFICER	Z	1314	3
9391	PUBLIC RELATIONS REP, PORT OF SF	Z	1314	3
9914	PUBLIC SERVICE AIDE ADMINISTRATION		3593	38
9922	PUBLIC SERVICE AIDE ASSOC TO PROFESSIONA		1840	16
9920	PUBLIC SERVICE AIDE ASST TO PROFESSIONAL		1840	16
9924	PUBLIC SERVICE AIDE HEALTH SERVICES		2312	22
9926	PUBLIC SERVICE AIDE LEGAL ENFORCEMENT		2312	22
9916	PUBLIC SERVICE AIDE PUBLIC WORKS		7514	58
9918	PUBLIC SERVICE AIDE SECURITY		8204	62
9912	PUBLIC SERVICE AIDE TECHNICAL		3542	37
9910	PUBLIC SERVICE TRAINEE		1444	7
9940	PUBLIC WORKS AIDE		7514	58
1954	PURCHASER, PRINTING	Z	1952	19

CLASS	TITLE		BENCHMARK	PAGE
1952	PURCHASER	Z	1952	19
3535	RADIO ANNOUNCER - OPERATOR		5204	41
5246	RADIO ENGINEER	Z	5204	42
7367	RADIO TECHNICIAN		5204	43
2425	RADIOLOGIC TECHNOLOGIST I		2426	23
2426	RADIOLOGIC TECHNOLOGIST II		2426	23
2427	RADIOLOGIC TECHNOLOGIST III		2426	23
2423	RADIOLOGIC TECHNOLOGIST INTERN		2426	23
2240	RADIOLOGIST	Z	2230	20
1841	RATE ADMINISTRATOR		9998	70
4260	REAL PROPERTY APPRAISER TRAINEE		4261	40
4261	REAL PROPERTY APPRAISER	Z	4261	40
4160	REAL PROPERTY LOAN OFFICER	Z	4261	40
1132	RECORDER	Z	9998	70
3284	RECREATION DIRECTOR	Z	3284	34
3294	RECREATION SUPERINTENDENT	Z	9998	71
3289	RECREATION SUPERVISOR	Z	3284	34
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF		1314	3
1128	REGISTRAR OF VOTERS-RECORDER	Z	9998	70
2566	REHABILITATION COUNSELOR	Z	2910	33
8420	REHABILITATION SERVICES COORDINATOR	Z	8440	68
2982	RENT BOARD SUPERVISOR	Z	1840	15
4110	RENTAL PROPERTY SUPERVISOR	Z	4261	40
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION	Z	1233	1
1763	REPRODUCTION SUPERVISOR I		1760	12
1802	RESEARCH ASSISTANT	Z	1840	14
2575	RESEARCH PSYCHOLOGIST	Z	2574	27
1813	RETIREMENT ANALYST	Z	1840	14
1112	RETIREMENT SYSTEM GENERAL MANAGER	Z	9998	70
8140	RETIREMENT SYSTEM INVESTIGATOR	Z	8146	59
3305	RIDES ATTENDANT HELPER		3284	34
3306	RIDES ATTENDANT		3284	34
7370	RIGGER		7514	58
4140	RIGHT-OF-WAY AGENT	Z	4261	40
6102	RODENT CONTROL TECHNICIAN		8146	59
9344	ROOFER SUPERVISOR I		7344	49
9343	ROOFER		7344	49
5177	SAFETY OFFICER	Z	5204	41
9393	SALES MANAGER, PORT OF SAN FRANCISCO	Z	1314	3
5248	SANITARY ENGINEER	Z	5204	42
6106	SANITARY ENGINEERING TECHNICIAN		2444	21
3597	SCHOOL AIDE II		3593	38
3598	SCHOOL AIDE III		3593	38
5269	SCHOOL ARCHITECTURAL COORDINATOR	Z	5204	42
6340	SCHOOL CONSTRUCTION COORDINATOR	Z	5204	43

CLASS	TITLE		BENCHMARK	PAGE
8201	SCHOOL CROSSING GUARD		8204	62
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I		2708	30
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II		2708	30
2727	SCHOOL CUSTODIAN SUPERVISOR I		2708	30
5279	SCHOOL FACILITIES NEEDS ANALYST	Z	5278	44
5295	SCHOOL FACILITIES PLANNER	Z	5278	44
3474	SCHOOL GROUNDS SUPERVISOR		7514	57
7209	SCHOOL HEATING AND VENTILATION SUPV		7334	48
2636	SCHOOL LUNCHROOM AREA SUPERVISOR	Z	2624	29
2630	SCHOOL LUNCHROOM COOK		2604	28
2615	SCHOOL LUNCHROOM HELPER		2604	28
8203	SCHOOL PATROL AIDE		8204	62
3596	SCHOOL SECURITY AIDE		3593	38
1928	SCHOOL SUPPLIES ANALYST	Z	1952	19
9176	SCHOOL TRANSPORTATION SCHEDULER		1840	15
9178	SCHOOL TRANSPORTATION SUPERVISOR	Z	1840	15
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR		1934	18
1939	SCHOOL WAREHOUSE SUPERVISOR	Z	1934	18
9276	SECRETARY, AIRPORTS COMMISSION	Z	1840	15
1646	SECRETARY, COMMISSION ON THE AGING	Z	1444	5
1540	SECRETARY, FIRE COMMISSION	Z	1840	14
1544	SECRETARY, LIBRARY COMMISSION	Z	1840	14
1546	SECRETARY, SOCIAL SERVICES COMMISSION	Z	1840	14
8331	SECURITY ANALYST	Z	1840	15
8202	SECURITY GUARD		8204	62
8221	SECURITY SERVICES MANAGER, PUC	Z	8204	62
1632	SENIOR ACCOUNT CLERK		1444	6
1662	SENIOR ACCOUNTANT	Z	1650	9
1640	SENIOR ACCOUNTING MACHINE OPERATOR		1444	6
1823	SENIOR ADMINISTRATIVE ANALYST	Z	1840	14
9213	SENIOR AIRFIELD SAFETY OFFICER		9220	69
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION		8238	64
3321	SENIOR ANIMAL KEEPER		7514	57
5270	SENIOR ARCHITECT	Z	5204	42
1828	SENIOR ASSOCIATE BUDGET ANALYST	Z	1650	9
8176	SENIOR ATTORNEY - CIVIL AND CRIMINAL	Z	8176	61
1742	SENIOR BLUEPRINTING MACHINE OPERATOR		1760	12
7238	SENIOR BOILER INSPECTOR		7347	53
3616	SENIOR BOOK REPAIRER		3630	39
6333	SENIOR BUILDING INSPECTOR	Z	7344	49
2947	SENIOR CHILD WELFARE WORKER	Z	2910	33
5210	SENIOR CIVIL ENGINEER	Z	5204	41
8156	SENIOR CLAIMS INVESTIGATOR		8146	59
1476	SENIOR CLAIMS PROCESS CLERK		1444	5
1446	SENIOR CLERK STENOGRAPHER		1444	5

CLASS	TITLE		BENCHMARK	PAGE
1426	SENIOR CLERK TYPIST		1444	4
B516	SENIOR CLERK-TYPIST		1444	7
1406	SENIOR CLERK		1444	4
4308	SENIOR COLLECTIONS CLERK		1444	6
1737	SENIOR COMPUTER OPERATOR		1736	11
8136	SENIOR CONFIDENTIAL CRIME REPORTER		1444	7
1855	SENIOR CONTROL CLERK, EDP		1720	10
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL		8320	67
8322	SENIOR COUNSELOR-JUVENILE HALL		8320	67
8262	SENIOR CRIMINALIST	Z	8260	65
1721	SENIOR DATA ENTRY OPERATOR		1720	10
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER	Z	1242	2
8306	SENIOR DEPUTY SHERIFF		8304	66
2808	SENIOR DISEASE CONTROL INVESTIGATOR	Z	8146	59
8147	SENIOR DISTRICT ATTORNEY'S INVESTIGATOR	Z	8146	59
5242	SENIOR ELECTRICAL ENGINEER	Z	5204	42
6249	SENIOR ELECTRICAL INSPECTOR		7345	50
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN		2426	23
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR	Z	2903	32
2905	SENIOR ELIGIBILITY WORKER	Z	2903	32
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR	Z	8146	59
1407	SENIOR EQUALIZATION CLERK		1444	4
9116	SENIOR FARE COLLECTIONS RECEIVER		1444	7
2619	SENIOR FOOD SERVICE SUPERVISOR		2604	28
2606	SENIOR FOOD SERVICE WORKER		2604	28
7330	SENIOR GENERAL UTILITY MECHANIC		7381	55
2825	SENIOR HEALTH EDUCATOR	Z	2574	27
2820	SENIOR HEALTH PROGRAM PLANNER	Z	2574	27
6272	SENIOR HOUSING INSPECTOR	Z	7344	49
1922	SENIOR INVENTORY CLERK		1444	6
4335	SENIOR INVESTIGATOR, TAX COLLECTOR		1444	6
5275	SENIOR LANDSCAPE ARCHITECT	Z	5204	42
2770	SENIOR LAUNDRY WORKER		2760	31
B164	SENIOR LAW CLERK		1444	7
8108	SENIOR LEGAL PROCESS CLERK		1444	7
1460	SENIOR LEGAL STENOGRAPHER		1444	5
1844	SENIOR MANAGEMENT ASSISTANT	Z	1840	15
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR		1934	18
5258	SENIOR MECHANICAL ENGINEER	Z	5204	42
2922	SENIOR MEDICAL SOCIAL WORKER	Z	2910	33
2530	SENIOR MEDICAL STEWARD		2312	22
1441	SENIOR MEDICAL TRANSCRIBER TYPIST		1444	4
2464	SENIOR MICROBIOLOGIST	Z	2464	24
1752	SENIOR MICROPHOTO TECHNICIAN		1760	12
2522	SENIOR MORGUE ATTENDANT		2312	22

CLASS	TITLE		BENCHMARK	PAGE
8228	SENIOR MUSEUM GUARD		8204	62
3522	SENIOR MUSEUM PREPARATOR		3542	37
8424	SENIOR NEIGHBORHOOD COORDINATOR	Z	8440	68
2550	SENIOR OCCUPATIONAL THERAPIST	Z	2556	26
1762	SENIOR OFFSET MACHINE OPERATOR		1760	12
1120	SENIOR ORDERLY		2312	22
1222	SENIOR PAYROLL AND PERSONNEL CLERK		1444	4
4222	SENIOR PERSONAL PROPERTY AUDITOR	Z	4261	40
1244	SENIOR PERSONNEL ANALYST	Z	1242	2
1204	SENIOR PERSONNEL CLERK		1444	4
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP	Z	2450	25
2408	SENIOR PHARMACY HELPER		2312	22
3257	SENIOR PHOTOGRAPHY INSTRUCTOR	Z	3284	34
2558	SENIOR PHYSICAL THERAPIST	Z	2556	26
2230	SENIOR PHYSICIAN SPECIALIST	Z	2230	20
2232	SENIOR PHYSICIAN	Z	2230	20
6266	SENIOR PLAN CHECKER	Z	5204	43
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER		8238	64
7366	SENIOR POWERHOUSE OPERATOR		7345	50
8442	SENIOR PROBATION OFFICER		8440	68
1874	SENIOR PROGRAMMER ANALYST	Z	1872	17
2306	SENIOR PSYCHIATRIC ORDERLY		2312	22
2912	SENIOR PSYCHIATRIC SOCIAL WORKER	Z	2910	33
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR		8146	59
1956	SENIOR PURCHASER	Z	1952	19
7366	SENIOR RADIO TECHNICIAN		5204	43
4265	SENIOR REAL PROPERTY APPRAISER	Z	4261	40
4142	SENIOR RIGHT OF WAY AGENT	Z	4261	40
6104	SENIOR RODENT CONTROL TECHNICIAN		8146	59
5249	SENIOR SANITARY ENGINEER	Z	5204	42
2478	SENIOR SEWAGE TREATMENT CHEMIST	Z	2444	24
2774	SENIOR SEWING TECHNICIAN		2760	31
7451	SENIOR SHADE AND DRAPERY WORKER		2708	30
2968	SENIOR SOCIAL SERVICE SUPERVISOR	Z	2910	33
2912	SENIOR SOCIAL WORKER	Z	2910	33
1875	SENIOR SOFTWARE ANALYST	Z	1872	17
7371	SENIOR STATIONARY ENGINEER, SEWAGE PLANT		7334	48
7331	SENIOR STATIONARY ENGINEER		7334	48
1806	SENIOR STATISTICIAN	Z	1840	14
1936	SENIOR STOREKEEPER		1934	18
6231	SENIOR STREET INSPECTOR		5204	43
5219	SENIOR STRUCTURAL ENGINEER	Z	5204	41
3214	SENIOR SWIMMING INSTRUCTOR		3284	34
1657	SENIOR SYSTEMS ACCOUNTANT	Z	1650	9
1718	SENIOR TABULATING MACHINE OPERATOR		1720	10

CLASS	TITLE		BENCHMARK	PAGE
1834	SENIOR TAPE LIBRARIAN		1720	10
1708	SENIOR TELEPHONE OPERATOR		8238	64
1228	SENIOR TESTING TECHNICIAN		1444	4
1214	SENIOR TIMEROLL AUDIT CLERK		1444	4
5232	SENIOR TRAFFIC ENGINEER	Z	5204	42
1432	SENIOR TRANSCRIBER TYPIST		1444	4
9124	SENIOR TRANSIT INFORMATION CLERK		1444	7
9128	SENIOR TRANSIT TRAFFIC CHECKER		1444	7
7385	SENIOR TYPEWRITER REPAIRER		7384	56
2472	SENIOR WATER CHEMIST	Z	2444	24
7317	SENIOR WATER SERVICE INSPECTOR		1466	8
1478	SENIOR WATER SERVICES CLERK		1444	5
1470	SERVICES AND SUPPLY ASST SUPERVISOR		1444	5
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT	Z	5204	41
7421	SEWER MAINTENANCE WORKER	Z	1840	15
7280	SEWER REPAIR ASST SUPERINTENDENT	Z	9998	72
7246	SEWER REPAIR SUPERVISOR II		7514	57
6216	SEWER SAFETY INSPECTOR		8146	59
7449	SEWER SERVICE WORKER		7347	53
7383	SEWING MACHINE REPAIRER		7384	56
2772	SEWING TECHNICIAN		2760	31
7450	SHADE AND DRAPERY WORKER		2708	30
9345	SHEET METAL SUPERVISOR I		7344	49
7247	SHEET METAL WORKER SUPERVISOR II		7344	49
7376	SHEET METAL WORKER		7344	49
8312	SHERIFF'S CAPTAIN	Z	8304	66
8303	SHERIFF'S CIVIL PROCESS ASSISTANT		8304	66
8310	SHERIFF'S LIEUTENANT		8304	66
8301	SHERIFF'S PROPERTY KEEPER		8304	66
8308	SHERIFF'S SERGEANT		8304	66
8350	SHERIFF	Z	9998	73
9197	SIGNAL AND SYSTEMS ENGINEER		5204	43
7288	SIGNAL SYSTEM MAINTENANCE SUPT		7345	50
2950	SOCIAL SERVICE DIVISION SUPERVISOR	Z	2910	33
2904	SOCIAL SERVICE TECHNICIAN		2910	33
2914	SOCIAL WORK SUPERVISOR	Z	2910	33
2906	SOCIAL WORKER TRAINEE	Z	2910	33
2910	SOCIAL WORKER	Z	2910	33
1873	SOFTWARE ANALYST	Z	1872	17
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		1444	4
5406	SPECIAL ASST FOR PROGRAM COORDINATOR	Z	5278	44
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT	Z	5278	44
1229	SPECIAL EXAMINER		1242	2
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION		1233	1
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION		1233	1

CLASS	TITLE		BENCHMARK	PAGE
9720	SPECIALIST IN AGING I.....	Z	1233	1
9722	SPECIALIST IN AGING II.....	Z	1233	1
9724	SPECIALIST IN AGING III.....	Z	1233	1
2542	SPEECH PATHOLOGIST.....	Z	2556	26
2392	SR CENTRAL PROCESSING AND DISTR TECH....		2312	22
2446	SR CLINICAL LABORATORY TECHNOLOGIST.....	Z	2444	24
9774	SR COMMUNITY DEVELOPMENT SPECIALIST I...	Z	5278	45
9775	SR COMMUNITY DEVELOPMENT SPECIALIST II..	Z	5278	45
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT..	Z	5204	43
8126	SR INVEST, OFFICE OF CITIZEN'S COMP.....		8146	59
8435	SR SUPERVISING ADULT PROBATION OFFICER..	Z	9998	73
8415	SR SUPV PROBATION OFFICER, JUV COURT....	Z	9998	73
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ	Z	1872	17
1864	SR SYSTEMS AND PROCEDURES ANALYST.....	Z	1872	17
3310	STABLE ATTENDANT.....		7514	57
9730	STAFF AIDE I, SPECIAL PROJECT.....	Z	1840	16
9732	STAFF AIDE II, SPECIAL PROJECT.....	Z	1840	16
9734	STAFF ASSISTANT I, SPECIAL PROJECT.....	Z	1840	16
9736	STAFF ASSISTANT II, SPECIAL PROJECT.....	Z	1840	16
9738	STAFF ASSISTANT III, SPECIAL PROJECT....	Z	1840	16
9740	STAFF ASSISTANT IV, SPECIAL PROJECT.....	Z	1840	16
9750	STAFF ASSISTANT IX, SPECIAL PROJECT.....	Z	1840	16
9742	STAFF ASSISTANT V, SPECIAL PROJECT.....	Z	1840	16
9744	STAFF ASSISTANT VI, SPECIAL PROJECT.....	Z	1840	16
9746	STAFF ASSISTANT VII, SPECIAL PROJECT....	Z	1840	16
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT...	Z	1840	16
9752	STAFF ASSISTANT X, SPECIAL PROJECT.....	Z	1840	16
9754	STAFF ASSISTANT XI, SPECIAL PROJECT.....	Z	1840	16
9756	STAFF ASSISTANT XII, SPECIAL PROJECT....	Z	1840	16
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT...	Z	1840	16
7371	STAGE CARPENTER.....		7344	49
7377	STAGE ELECTRICIAN.....		7345	51
9131	STATION AGENT, MUNICIPAL RAILWAY.....		1444	7
8277	STATION OFFICER.....		8304	66
7372	STATIONARY ENGINEER, SEWAGE PLANT.....		7334	48
7334	STATIONARY ENGINEER.....		7334	48
1404	STATISTICIAN.....	Z	1840	14
7349	STEAMFITTER ASSISTANT SUPERVISOR.....		7347	53
7348	STEAMFITTER SUPERVISOR II.....		7347	53
7338	STEAMFITTER.....		7347	53
1452	STENOGRAPHIC SECRETARY.....		1444	5
1934	STOREKEEPER.....		1934	18
1938	STORES AND EQUIPMENT ASST SUPERVISOR....		1934	18
1940	STORES AND EQUIPMENT SUPERVISOR.....	Z	1934	18
5365	STREET ASSESSMENT COORDINATOR.....		4261	40

CLASS	TITLE		BENCHMARK	PAGE
7530	STREET CLEANER		7514	58
5173	STREET CLEANING & PLANTING ASST SUPT	Z	9998	72
5170	STREET CLEANING AND PLANTING SUPT	Z	9998	72
7281	STREET CLEANING SUPERVISOR II		7514	57
6232	STREET INSPECTION SUPERVISOR		5204	43
6230	STREET INSPECTOR		5204	43
5171	STREET REPAIR ASSISTANT SUPERINTENDENT	Z	9998	72
5172	STREET REPAIR SUPERINTENDENT	Z	9998	72
7282	STREET REPAIR SUPERVISOR II		7355	54
5218	STRUCTURAL ENGINEER	Z	5204	41
1400	STUDENT AIDE, NYC		1444	4
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC		1840	15
5380	STUDENT ENGINEERING TRAINEE I		5204	43
5381	STUDENT ENGINEERING TRAINEE II		5204	43
5382	STUDENT ENGINEERING TRAINEE III		5204	43
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR	Z	7355	54
8434	SUPERVISING ADULT PROBATION OFFICER	Z	8440	68
1686	SUPERVISING AUDITOR	Z	1650	9
1497	SUPERVISING CLERK I		1444	5
1498	SUPERVISING CLERK II		1444	5
1499	SUPERVISING CLERK III		1444	5
2576	SUPERVISING CLINICAL PSYCHOLOGIST	Z	2574	27
8324	SUPERVISING COUNSELOR, (JUVENILE COURT)		8320	67
8484	SUPERVISING CRIME PREVENTION WORKER		8204	62
1727	SUPERVISING DATA ENTRY OPERATOR		1720	10
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN		7345	50
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY	Z	1650	9
2453	SUPERVISING PHARMACIST	Z	2450	25
2233	SUPERVISING PHYSICIAN SPECIALIST	Z	2230	20
1958	SUPERVISING PURCHASER	Z	1952	19
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I		2426	23
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II		2426	23
1877	SUPERVISING SOFTWARE ANALYST	Z	1872	17
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS		1444	7
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS		5204	42
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM		5204	42
2608	SUPPLY ROOM ATTENDENT		2604	28
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA	Z	5204	41
5149	SUPT OF WATER TREATMENT FACILITIES	Z	7334	48
9776	SUPV COMMUNITY DEVELOPMENT SPECIALIST	Z	5278	45
2480	SUPV OF LAB, WATER POLLUTION CONTROL	Z	5204	41
8414	SUPV PROBATION OFFICER, JUVENILE COURT	Z	8440	68
2310	SURGICAL PROCEDURES TECHNICIAN		2312	22
5314	SURVEY PARTY CHIEF		5310	46
5310	SURVEYOR'S FIELD ASSISTANT		5310	46

CLASS	TITLE		BENCHMARK	PAGE
5312	SURVEYOR		5310	46
3212	SWIMMING INSTRUCTOR		3284	34
3204	SWIMMING POOL CASHIER - CLERK		3284	34
7458	SWITCH REPAIRER		7514	58
1655	SYSTEMS ACCOUNTANT	Z	1650	9
1861	SYSTEMS AND PROCEDURES ANAYLST, SPEC PRO	Z	1872	17
1862	SYSTEMS AND PROCEDURES ANAYLST	Z	1872	17
1866	SYSTEMS AND PROCEDURES SUPERVISOR	Z	1872	17
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ	Z	1872	17
9173	SYSTEMS SAFETY INSPECTOR		5204	43
1833	TAPE LIBRARIAN, EDP		1720	10
4174	TAX ADMINISTRATOR	Z	9998	72
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP		5204	43
8272	TECH INSTRUCT ASST, CAMPUS CONTROL		8204	62
2447	TECH INSTRUCT ASST, CHEMISTRY/BIOLOGY		2444	24
1746	TECH INSTRUCT ASST, COMPUTER SERVICES		1736	11
5384	TECH INSTRUCT ASST, ELECTRONIC TECH		5204	43
3590	TECH INSTRUCT ASST, ENGLISH READER		3593	38
1488	TECH INSTRUCT ASST, EVALUATION TECHNICIA		1444	5
3599	TECH INSTRUCT ASST, GUIDANCE AIDE		3593	38
3538	TECH INSTRUCT ASST, LANGUAGE LAB		3630	39
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR		3284	35
3536	TECH INSTRUCT ASST, PERFORMING ARTS		3284	35
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO		3284	34
1427	TECH INSTRUCT ASST, PHYSICAL EDUCATION		3284	34
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING		5204	43
2439	TECH INSTRUCT ASST, STOREROOM MANAGER		2444	24
1489	TECH INSTRUCT ASST.BUSINESS LEARNING CTR		1444	5
1869	TECH INSTRUCT ASST.COMPUTER SERVICES MAN		1872	17
7132	TELECOMMUNICATIONS SUPERVISOR		7345	50
1706	TELEPHONE OPERATOR		8238	64
1868	TELEPROCESSING TECHNICIAN		1736	11
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z	9220	69
1227	TESTING TECHNICIAN		1444	4
7378	TILE SETTER		7344	49
1212	TIMEROLL AUDIT CLERK		1444	4
7441	TOOL ROOM MECHANIC AND CUSTODIAN		1934	18
1458	TOXICOLOGIST	Z	2230	20
7288	TRACK MAINTENANCE SUPT, MUNI RAILWAY		7514	57
7251	TRACK MAINTENANCE WORKER SUPERVISOR I		7514	57
7540	TRACK MAINTENANCE WORKER		7514	58
7452	TRAFFIC AND STREET SIGN MAINT WORKER		7514	58
5238	TRAFFIC ENGINEER	Z	5204	42
8407	TRAFFIC HEARING OFFICER, JUVENILE COURT	Z	8440	68
7454	TRAFFIC SIGNAL OPERATOR		8214	63

CLASS	TITLE		BENCHMARK	PAGE
5226	TRAFFIC SURVEY CODER-INTERVIEWER.....		1444	7
5302	TRAFFIC SURVEY TECHNICIAN.....		5204	42
1237	TRAINING COORDINATOR.....	Z	1242	2
1232	TRAINING OFFICER.....	Z	1242	2
1430	TRANSCRIBER TYPIST.....		1444	4
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....		7381	55
9106	TRANSIT CAR CLEANER SUPERVISOR I.....		7381	55
9102	TRANSIT CAR CLEANER.....		7381	55
9192	TRANSIT ENVIRONMENTAL COORDINATOR.....	Z	5278	44
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY	Z	5204	43
9122	TRANSIT INFORMATION CLERK.....		1444	7
9140	TRANSIT MANAGER I.....	Z	1840	15
9141	TRANSIT MANAGER II.....	Z	1840	15
9142	TRANSIT MANAGER III.....	Z	1840	15
7225	TRANSIT PAINT SHOP SUPERVISOR I.....		7381	55
5287	TRANSIT PLANNER I.....	Z	5278	44
5288	TRANSIT PLANNER II.....	Z	5278	44
5289	TRANSIT PLANNER III.....	Z	5278	44
5290	TRANSIT PLANNER IV.....	Z	5278	44
7235	TRANSIT POWER LINE SUPERVISOR I.....		7345	50
7274	TRANSIT POWER LINE WORKER SUPV II.....		7345	50
9118	TRANSIT REVENUE SUPERVISOR.....		1444	7
9139	TRANSIT SUPERVISOR.....		1840	15
9126	TRANSIT TRAFFIC CHECKER.....		1444	7
7229	TRANSMISSION LINE SUPERVISOR I.....		7345	50
7285	TRANSMISSION LINE WORKER SUPV II.....		7345	50
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR		7345	50
4390	TREASURER.....	Z	9998	72
3436	TREE TOPPER SUPERVISOR I.....		7514	57
3438	TREE TOPPER SUPERVISOR II.....	Z	7514	57
3434	TREE TOPPER.....		7514	57
8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL.....	Z	8176	61
7355	TRUCK DRIVER.....		7355	54
7384	TYPEWRITER REPAIRER.....		7384	56
8348	UNDERSHERIFF.....	Z	9998	73
7387	UPHOLSTERER.....		7381	55
3426	URBAN FORESTER.....	Z	7514	57
7463	UTILITY PLUMBER APPRENTICE.....		7347	53
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR...		7347	53
7250	UTILITY PLUMBER SUPERVISOR I.....		7347	53
7284	UTILITY PLUMBER SUPERVISOR II.....		7347	53
7388	UTILITY PLUMBER.....		7347	53
3301	VENDOR HELPER.....		3284	34
3302	VENDOR.....		3284	34
2440	VETERINARY LABORATORY TECHNOLOGIST.....		7311	52

CLASS	TITLE		BENCHMARK	PAGE
2465	VIROLOGIST	Z	2444	24
1428	WARD CLERK		1444	4
1930	WAREHOUSE WORKER		1934	18
7259	WATER AND POWER MAINTENANCE SUPERVISOR I		7514	57
7134	WATER CONSTRUCTION AND MAINT SUPT		5204	43
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER	Z	9998	72
7442	WATER METER REPAIR HELPER		7347	53
7353	WATER METER REPAIRER		7347	53
7240	WATER METER SHOP SUPERVISOR I		7347	53
5161	WATER PURIFICATION ASST DIV MANAGER	Z	5204	41
5162	WATER PURIFICATION DIVISION MANAGER	Z	5204	41
2471	WATER QUALITY CHEMIST	Z	2444	24
7316	WATER SERVICE INSPECTOR		1466	8
1468	WATER SERVICES CLERK		1444	5
7136	WATER SHOPS AND EQUIPMENT SUPT	Z	7381	55
7270	WATERSHED KEEPER SUPERVISOR		8204	62
7476	WATERSHED KEEPER		8204	62
7542	WATERSHED WORKER (SEASONAL AS NEEDED)		8204	62
7349	WELDER		7347	53
9355	WHARFINGER I		1444	7
9356	WHARFINGER II		1444	7
7391	WINDOW CLEANER		2708	30
7477	WIRE ROPE CABLE MAINTENANCE MECHANIC		7334	48
2434	X-RAY LABORATORY AIDE		2426	23
3340	ZOO DIRECTOR	Z	7514	57
2290	ZOO VETERINARIAN		2230	20
3342	ZOOLOGIST	Z	7514	57

SAE750

1233 AFFIRMATIVE ACTION SPECIALIST.....

1984-85 SALARY SCHEDULE 48.4 APPROX $2129 - $2353 - $2577 MO.
$12.23 - $13.52 - $14.81 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	9	12.24	13.53	14.81		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
CITY OF OAKLAND	1	13.81	14.53	15.25	14.53	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
S. F. HOUSING AUTHORITY	1	15.76	15.76	15.76	15.76	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
ALAMEDA-CONTRA COSTA TRANSIT	2	16.45	17.31	18.16	34.62	40.0	11	Y	Y	12	Y	Y	13%	137	137	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	14.23	15.72	17.20	15.72	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-20-30
LOS ANGELES COUNTY	2	11.53	12.94	14.35	25.88	40.0	12	Y	Y	12	Y	N	6%	71	194	10-15-20-20
ORANGE COUNTY	3	12.95	14.96	16.97	44.88	40.0	11	Y	Y	12	Y	N	14%	131	244	10-15-20-20
SAN DIEGO COUNTY	4	11.82	13.09	14.36	52.36	00.0	0			0			0%	0	0	0- 0- 0- 0
LOS ANGELES UNIF SCHOOL DIST	2	10.69	12.01	13.32	24.02	40.0	11	Y	N	13	Y	Y	12%	156	156	10-15-16-20
TOTALS	8	15	.....		212.01											
FLAT RATE TOTALS	1	.....			15.76											
COMBINED TOTAL	16															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.13 HR. 2458 MO. *
* RATE RANGE 12.72 TO 15.54 HR. 2213 TO 2703 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 15.76 TO 15.76 HR. 2742 TO 2742 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 12.91 TO 15.56 HR. 2246 TO 2707 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1233 AFFIRMATIVE ACTION SPECIALIST..... *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR....	Z	53.5	1249-1513	4	54.5	1310-1588	2849-3454	41,447
*1233	AFFIRMATIVE ACTION SPECIALIST.....	Z	48.4	979-1185	9	49.4	1027-1243	2234-2704	32,442
1235	AFFIRMATIVE ACTION COORDINATOR.....	Z	59.2	1642-1994	1	60.2	1723-2094	3748-4554	54,653
2975	CITIZEN'S COMPLAINT OFFICER.....	Z	45.3	846-1022	7	46.3	887-1073	1929-2334	28,005
2977	EDUCATION INTEGRATION SPECIALIST.....	Z	50.1	1062-1285	3	51.1	1114-1349	2423-2934	35,209
2978	CONTRACT COMPLIANCE OFFICER II.....		58.4	1580-1918	2	59.4	1658-2014	3606-4380	52,565
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION..		41.8	717- 866	1	42.8	752- 908	1636-1975	23,699
2991	COORDINATOR, HUMAN RIGHTS COMMISSION....	Z	54.1	1285-1558	4	55.1	1349-1634	2934-3554	42,647
2992	CONTRACT COMPLIANCE OFFICER I.....	Z	51.1	1114-1349	7	52.1	1169-1414	2543-3075	36,905
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM	Z	45.3	846-1022	2	46.3	887-1073	1929-2334	28,005
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION.	Z	50.1	1062-1285	9	51.1	1114-1349	2423-2934	35,209
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...		38.8	622- 752	0	39.8	652- 788	1418-1714	20,567
9720	SPECIALIST IN AGING I.....	Z	46.9	912-1104	3	47.9	956-1158	2079-2519	30,224
9722	SPECIALIST IN AGING II.....	Z	50.4	1078-1304	6	51.4	1131-1368	2460-2975	35,705
9724	SPECIALIST IN AGING III.....	Z	52.9	1214-1470	0	53.9	1273-1543	2769-3356	40,272

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 58

SAE750 1242 PERSONNEL ANALYST.....

1984-85 SALARY SCHEDULE 48.5 APPROX $2140 - $2365 - $2590 MO.
$12.30 - $13.59 - $14.88 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	56	12.30	13.60	14.89		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-21
STATE OF CALIFORNIA	18	13.69	15.11	16.52	271.98	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	13	11.72	14.28	16.83	185.64	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	0	12.31	13.64	14.96	0.00	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	1	11.94	13.20	14.45	13.20	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	7	11.61	13.06	14.51	91.42	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SAN MATEO COUNTY	18	13.34	15.01	16.67	270.18	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	4	11.69	12.95	14.21	51.80	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	3	11.78	12.99	14.19	38.97	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
CITY OF HAYWARD	3	12.16	13.47	14.77	40.41	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF SAN JOSE	21	13.13	14.54	15.95	305.34	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	5	13.21	14.36	15.51	71.80	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
U. C. MEDICAL CENTER S.F.	5	11.65	12.85	14.05	64.25	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	12	11.65	12.85	14.05	154.20	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	13	110	.....		1,559.19											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.17 HR. 2465 MO.
RATE RANGE 12.75 TO 15.59 HR. 2218 TO 2712 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1242 PERSONNEL ANALYST.....

			1984-85			1985-86 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1201	PERSONNEL TECHNICIAN TRAINEE.....		40.3	668- 807	0	41.2	697- 842	1516-1831	21,976
1229	SPECIAL EXAMINER.....			115.00 DA	0		120.00 DA		
1232	TRAINING OFFICER.....	Z	49.5	1032-1249	9	50.4	1078-1304	2345-2836	34,034
1234	DIRECTOR OF TRAINING.....	Z	59.2	1642-1994	2	60.1	1714-2084	3728-4533	54,392
1237	TRAINING COORDINATOR.....	Z	53.5	1249-1513	1	54.4	1304-1580	2836-3437	41,238
1240	ASSISTANT PERSONNEL ANALYST.....	Z	44.0	796- 961	9	44.9	830-1003	1805-2182	26,178
*1242	PERSONNEL ANALYST.....	Z	48.5	984-1191	56	49.4	1027-1243	2234-2704	32,442
1244	SENIOR PERSONNEL ANALYST.....	Z	52.5	1191-1443	28	53.4	1243-1506	2704-3276	39,307
1246	PRINCIPAL PERSONNEL ANALYST.....	Z	56.0	1407-1706	10	56.9	1470-1782	3197-3876	46,510
1246	ASSISTANT DIVISION MANAGER, PERSONNEL...	Z	59.2	1642-1994	6	60.1	1714-2084	3728-4533	54,392
1270	DEPARTMENTAL PERSONNEL OFFICER.....	Z	54.7	1323-1603	10	55.6	1381-1674	3004-3641	43,691
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER...	Z	59.2	1642-1994	6	60.1	1714-2084	3728-4533	54,392
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT....	Z	59.2	1642-1994	5	60.1	1714-2084	3728-4533	54,392
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY...	Z	59.2	1642-1994	0	60.1	1714-2084	3728-4533	54,392
1276	DEPARTMENTAL PERSONNEL DIRECTOR.....	Z	61.2	1809-2199	2	62.1	1890-2297	4111-4996	59,952
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	59.2	1642-1994	0	60.1	1714-2084	3728-4533	54,392
1278	DIVISION MANAGER, PERSONNEL.....	Z	61.2	1809-2199	1	62.1	1890-2297	4111-4996	59,952
1279	CHIEF OF TECH SELECTION SERVICES.....	Z	61.2	1809-2199	0	62.1	1890-2297	4111-4996	59,952
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	59.2	1642-1994	1	60.1	1714-2084	3728-4533	54,392
1811	MANAGEMENT INFORMATION SYSTEMS SPECIALIS	Z	44.0	796- 961	2	44.9	830-1003	1805-2182	26,178
1818	MANAGEMENT INFO SYSTEMS SPECIALIST II...	Z	48.5	984-1191	0	49.4	1027-1243	2234-2704	32,442
1819	MANAGEMENT INFO SYSTEMS SPECIALIST III..	Z	52.5	1191-1443	0	53.4	1243-1506	2704-3276	39,307
1821	MANAGEMENT INFO SYSTEMS MANAGER.....	Z	56.0	1407-1706	2	56.9	1470-1782	3197-3876	46,510
9702	EMPLOYMENT AND TRAINING SPECIALIST I....	Z	44.0	796- 961	0	44.9	830-1003	1805-2182	26,178
9704	EMPLOYMENT AND TRAINING SPECIALIST II...	Z	48.5	984-1191	1	49.4	1027-1243	2234-2704	32,442
9706	EMPLOYMENT AND TRAINING SPECIALIST III..	Z	52.5	1191-1443	2	53.4	1243-1506	2704-3276	39,307
9708	EMPLOYMENT AND TRAINING SPECIALIST IV...	Z	56.0	1407-1706	1	56.9	1470-1782	3197-3876	46,510
9710	EMPLOYMENT AND TRAINING SPECIALIST V....	Z	59.2	1642-1994	0	60.1	1714-2084	3728-4533	54,392
9714	DIR, MAYOR'S OFFICE OF EMP AND TRAINING.	Z	63.2	1994-2424	0	64.1	2084-2533	4533-5509	66,111

NUMBER OF CLASSES THIS BENCHMARK..... 29
NUMBER OF POSITIONS THIS BENCHMARK..... 154

SAE750 1314 PUBLIC RELATIONS OFFICER.....

1984-85 SALARY SCHEDULE 50.0 APPROX $2298 - $2540 - $2781 MO.
$13.21 - $14.60 - $15.98 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	2	13.21	14.60	15.99		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
STATE OF CALIFORNIA	1	13.69	15.11	16.52	15.11	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
EAST BAY MUNI. UTIL. DIST.	2	14.32	15.57	16.82	31.14	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
OAKLAND CITY SCHOOL DIST.	1	18.42	20.97	23.51	20.97	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	3	14.05	15.50	16.94	46.50	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	2	14.05	15.50	16.94	31.00	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	5	9	.....		144.72											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 16.08 HR. 2797 MO.
RATE RANGE 14.47 TO 17.69 HR. 2517 TO 3078 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1314 PUBLIC RELATIONS OFFICER *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1312	PUBLIC INFORMATION OFFICER		45.0	834-1008	0	47.1	920-1114	2001-2423	29,075
*1314	PUBLIC RELATIONS OFFICER	Z	50.0	1057-1279	2	52.1	1169-1414	2543-3075	36,905
1330	CONSUMER RELATIONS REP		41.0	691- 834	1	43.1	762 920	1657-2001	24,012
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	49.7	1042-1261	1	51.8	1152 1394	2506-3032	36,383
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL	Z	55.7	1388-1682	0	57.8	1535-1862	3339-4050	48,598
1857	DIRECTOR OF INFORMATION	Z	59.7	1682-2043	2	61.8	1862 2264	4050-4924	59,090
1859	ASST TO THE DIRECTOR OF INFORMATION	Z	47.8	952-1152	1	49.9	1052-1273	2288-2769	33,225
9373	MANAGER OF MARKETING	Z	59.3	1650-2004	0	61.4	1827-2221	3974-4831	57,968
9391	PUBLIC RELATIONS REP, PORT OF SF	Z	50.0	1057-1279	0	52.1	1169-1414	2543-3075	36,905
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF		50.3	1073-1298	0	52.4	1185-1436	2577-3123	37,480
9393	SALES MANAGER, PORT OF SAN FRANCISCO	Z	55.0	1342-1626	1	57.1	1484-1800	3228-3915	46,980
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	54.5	1310-1588	0	56.6	1450-1756	3154-3819	45,832
9990	COMMUNITY LIAISON OFFICER (FACE)	Z	48.0	961-1163	0	50.1	1062-1285	2310-2795	33,539

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 8

SAE750 1444 CLERK STENOGRAPHER.....

1984-85 SALARY SCHEDULE 37.7 APPROX $1285 - $1419 - $1552 MO.
$7.38 - $8.15 - $8.92 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	110	7.39	8.16	8.93		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	3367	7.81	8.16	8.51	27474.72	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	79	7.03	7.58	8.14	598.82	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	181	8.14	8.51	8.88	1540.31	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
MARIN COUNTY	10	7.20	7.92	8.63	79.20	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	36	6.69	7.47	8.30	268.92	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	10	8.06	8.89	9.71	88.90	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	12	8.49	9.12	9.73	109.44	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
CITY OF HAYWARD	0	9.28	10.05	10.81	0.00	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	35	8.36	8.80	9.24	308.00	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	13	8.30	9.20	10.10	119.60	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN MATEO	1	7.90	8.67	9.43	8.67	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SANTA CLARA	5	8.72	9.66	10.60	48.30	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	9	8.65	9.36	10.06	84.24	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
OAKLAND CITY SCHOOL DIST.	6	5.76	6.56	7.36	39.36	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	1	7.28	7.90	8.51	7.90	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	22	7.17	7.77	8.36	170.94	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	16	3,787			30,947.32											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.17 HR. 1421 MO.
RATE RANGE 7.35 TO 8.99 HR. 1278 TO 1564 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1202	PERSONNEL CLERK		38.2	605- 731	36	38.3	608 735	1322-1599	19,184
1203	PERSONNEL TECHNICIAN		41.4	704- 850	5	41.5	707 854	1538-1857	22,289
1204	SENIOR PERSONNEL CLERK		40.3	668- 807	11	40.4	671- 810	1459-1762	21,141
1212	TIMEROLL AUDIT CLERK		41.2	697- 842	7	41.3	701- 846	1525-1840	22,081
1214	SENIOR TIMEROLL AUDIT CLERK		43.2	766- 925	9	43.3	769- 929	1673-2021	24,247
1216	PRINCIPAL TIMEROLL AUDIT CLERK		45.9	870-1052	3	46.0	874-1057	1901-2299	27,588
1217	CERTIFICATION SUPERVISOR		48.4	979-1185	1	48.5	984-1191	2140-2590	31,085
1218	PAYROLL SUPERVISOR	Z	50.9	1104-1336	10	51.0	1109-1342	2412-2919	35,026
1220	PAYROLL CLERK		41.2	697- 842	107	41.3	701- 846	1525-1840	22,081
1222	SENIOR PAYROLL AND PERSONNEL CLERK		43.2	766- 925	48	43.3	769- 929	1673-2021	24,247
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK		45.9	870-1052	21	46.0	874-1057	1901-2299	27,588
1226	CHIEF PAYROLL AND PERSONNEL CLERK		48.4	979-1185	6	48.5	984-1191	2140-2590	31,085
1227	TESTING TECHNICIAN			7.69 HR	2		7.73 HR		
1228	SENIOR TESTING TECHNICIAN		41.1	694- 838	2	41.2	697- 842	1516-1831	21,976
1310	PUBLIC RELATIONS ASSISTANT		38.5	614- 742	1	38.6	617 745	1342 1620	19,445
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		39.6	647- 781	1	39.7	650- 785	1414-1707	20,489
1400	STUDENT AIDE, NYC			CONTRACT RATE	0		CONTRACT RATE		
1402	JUNIOR CLERK		33.0	475- 572	47	33.1	477- 575	1037-1251	15,008
1403	ELECTIONS CLERK		39.5	644- 777	0	39.6	647- 781	1407-1699	20,384
1404	CLERK		36.0	546- 658	193	36.1	549- 661	1194-1438	17,252
1406	SENIOR CLERK		38.5	614- 742	53	38.6	617 745	1342 1620	19,445
1407	SENIOR EQUALIZATION CLERK			848- 848	1		852- 852	1853-1853	22,237
1408	PRINCIPAL CLERK		42.7	748- 903	58	42.8	752- 908	1636 1975	23,699
1410	CHIEF CLERK	Z	46.2	882-1067	21	46.3	887-1073	1929-2334	28,005
1414	ELECTIONS SUPERVISOR		49.9	1052 1273	1	50.0	1057-1279	2299-2782	33,382
1422	JUNIOR CLERK TYPIST		33.8	494- 594	5	33.9	496- 596	1079 1296	15,556
1424	CLERK TYPIST		36.8	567- 684	663	36.9	570- 688	1240-1496	17,957
1425	EQUALIZATION CLERK TYPIST			645- 645	0		648- 648	1409-1409	16,913
1426	SENIOR CLERK TYPIST		38.8	622- 752	1015	38.9	625 755	1359 1642	19,706
1428	WARD CLERK		39.2	634- 766	107	39.3	638- 769	1388-1673	20,077
1430	TRANSCRIBER TYPIST		37.5	586- 707	43	37.6	589 711	1281 1546	18,538
1432	SENIOR TRANSCRIBER TYPIST		39.5	644- 777	9	39.6	647 781	1407 1699	20,384
1436	BRAILLIST		37.8	594- 717	4	37.9	596- 721	1296-1568	18,816
1440	MEDICAL TRANSCRIBER TYPIST		40.0	658- 796	24	40.1	661 800	1438 1740	20,880
1441	SENIOR MEDICAL TRANSCRIBER TYPIST		42.0	721 871	1	42.1	728- 878	1583 1910	22,916
1442	JUNIOR CLERK STENOGRAPHER		35.7	539- 650	2	35.8	541- 652	1177-1418	17,017
*1444	CLERK STENOGRAPHER		37.7	591 714	116	37.8	594 717	1292-1555	18,516

1985 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

		1984 85 SCHEDULE NUMBER	1984 85 BI-WEEKLY SALARY	BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1446	SENIOR CLERK STENOGRAPHER	40.8	684- 826	327	40.9	688- 830	1496-1805	21,663
1450	PRINCIPAL CLERK STENOGRAPHER	42.7	748- 903	43	42.8	752- 908	1636-1975	23,699
1452	STENOGRAPHIC SECRETARY	43.9	792- 956	22	44.0	796- 961	1731-2090	25,082
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE.. Z	42.7	748- 903	1	42.8	752- 908	1636-1975	23,699
1454	LEGAL STENOGRAPHER	44.2	803- 970	73	44.3	807- 975	1755-2121	25,448
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION..	40.2	664- 803	1	40.3	668- 807	1453-1755	21,063
1460	SENIOR LEGAL STENOGRAPHER	46.2	882-1067	18	46.3	887-1073	1929-2334	28,005
1461	PRINCIPAL LEGAL STENOGRAPHER Z	46.2	970-1174	1	48.3	975-1180	2121-2567	30,798
1464	MEDICAL CLERK STENOGRAPHER	43.2	766- 925	5	43.3	769- 929	1673-2021	24,247
1468	WATER SERVICES CLERK	39.5	644- 777	16	39.6	647- 781	1407-1699	20,384
1470	SERVICES AND SUPPLY ASST SUPERVISOR	42.4	738- 891	1	42.5	742- 895	1614-1947	23,360
1471	ELECTIONS WORKER	45.4	850-1027	1	45.5	854-1032	1857-2245	26,935
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR.	47.9	956-1158	1	48.0	961-1163	2090-2530	30,354
1474	CLAIMS PROCESS CLERK	39.4	641- 773	7	39.5	644- 777	1401-1690	20,280
1475	ELECTIONS PLANNING SUPERVISOR	51.4	1131-1368	1	51.5	1136-1375	2471-2991	35,888
1476	SENIOR CLAIMS PROCESS CLERK	41.9	721- 870	11	42.0	724- 874	1575-1901	22,811
1478	SENIOR WATER SERVICES CLERK	41.5	707- 854	10	41.6	710- 858	1544-1866	22,394
1484	PRINCIPAL WATER SERVICES CLERK	43.5	777- 938	5	43.6	781- 943	1699-2051	24,612
1486	EDUCATIONAL CREDENTIALS TECHNICIAN	42.2	731- 882	3	42.3	735- 887	1599-1929	23,151
1488	TECH INSTRUCT ASST, EVALUATION TECHNICIA	40.1	661- 800	6	40.2	664- 803	1444-1747	20,958
1489	TECH INSTRUCT ASST,BUSINESS LEARNING CTR	40.1	661- 800	1	40.2	664- 803	1444-1747	20,958
1497	ASSISTANT CLERK, BOARD OF SUPERVISORS	50.5	1083-1310	6	50.6	1088 1316	2366-2862	34,348
1494	CLERK I	32.0	453- 546	0	32.1	455- 549	990-1194	14,329
1495	CLERK II	36.0	546- 658	0	36.1	549- 661	1194-1438	17,252
1496	CLERK III	38.5	614- 742	1	38.6	617- 745	1342-1620	19,445
1497	SUPERVISING CLERK I	41.0	691- 834	0	41.1	694- 838	1509-1823	21,872
1498	SUPERVISING CLERK II	43.7	785- 947	0	43.8	788- 952	1714-2071	24,847
1499	SUPERVISING CLERK III	46.7	903-1093	1	46.8	908-1099	1975-2390	28,680
1501	CONFID SECY TO DIR, PARKING AUTHORITY	44.7	822- 994	1	44.8	826- 998	1797-2171	26,048
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR Z	49.9	1052-1273	1	50.0	1057 1279	2299-2782	33,382
1514	CONFID SECRETARY OF SUPT OF SCHOOLS	49.1	1013-1226	1	49.2	1018 1232	2214-2680	32,155
1516	CONFIDENTIAL SECRETARY TO SUPT, SFJCD	49.1	1013-1226	1	49.2	1018 1232	2214-2680	32,155
1520	CONFID SECRETARY TO DISTRICT ATTORNEY	47.6	943-1141	1	47.7	947-1147	2060-2495	29,937
1525	CONFIDENTIAL SECRETARY TO THE C.A.O. Z	48.5	984-1191	1	48.6	989-1197	2151-2603	31,242
1526	ADMINISTRATIVE SECRETARY	45.1	838-1013	18	45.2	842-1018	1831-2214	26,570
1546	SECRETARY, COMMISSION ON THE AGING Z	44.1	800- 966	1	44.2	803- 970	1747-2110	25,317
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)	37.5	586- 707	18	37.6	589- 710	1281-1544	18,531

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

			1984-85			1985-86 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1626	JUNIOR ACCOUNT CLERK		34.0	498- 599	0	34.1	500- 602	1088-1309	15,712
1630	ACCOUNT CLERK		37.5	586- 707	189	37.6	589- 710	1281-1544	18,531
1632	SENIOR ACCOUNT CLERK		40.5	674- 814	80	40.6	677- 818	1472-1779	21,350
1634	PRINCIPAL ACCOUNT CLERK		43.2	766- 925	7	43.3	769- 929	1673-2021	24,247
1635	HEALTH CARE BILLING CLERK I		39.4	641- 773	10	39.5	644- 777	1401-1690	20,280
1636	HEALTH CARE BILLING CLERK II		41.9	721- 870	31	42.0	724- 874	1575-1901	22,811
1637	PATIENT ACCOUNTS CLERK		42.9	755- 912	7	43.0	758- 916	1649-1992	23,908
1638	ACCOUNTING MACHINE OPERATOR		38.0	599- 724	1	38.1	602- 728	1309-1583	19,001
1640	SENIOR ACCOUNTING MACHINE OPERATOR		42.5	742- 895	13	42.6	745- 899	1620-1955	23,464
1663	PATIENT ACCOUNTS SUPERVISOR		46.9	912-1104	6	47.0	916-1109	1992-2412	28,945
1664	PATIENT ACCOUNTS MANAGER		51.9	1158-1401	2	52.0	1163-1407	2530-3060	36,723
1803	POLICE STATISTICAL CLERK		41.9	721- 870	1	42.0	724- 874	1575-1901	22,811
1810	ACTUARIAL CLERK		39.0	628- 758	7	39.1	631- 762	1372-1657	19,888
1920	INVENTORY CLERK		38.2	605- 731	22	38.3	608- 735	1322-1599	19,184
1922	SENIOR INVENTORY CLERK		39.2	634- 766	3	39.3	638- 769	1388-1673	20,071
2110	MEDICAL RECORDS CLERK		39.3	638- 769	40	39.4	641- 773	1394-1681	20,175
2112	MEDICAL RECORDS TECHNICIAN		42.0	724- 874	15	42.1	728- 878	1583-1910	22,916
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR		45.5	854-1032	11	45.6	858-1037	1866-2255	27,066
2116	ASSOCIATE DIRECTOR MEDICAL RECORDS	Z	50.7	1093-1323	3	50.8	1099-1329	2390-2891	34,687
2118	DIRECTOR, MEDICAL RECORDS	Z	55.7	1388-1682	1	55.8	1394-1690	3032-3676	44,109
2812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS		42.4	738- 891	1	42.5	742- 895	1611-1947	23,360
3650	MEDICAL RECORDS LIBRARIAN		43.6	781- 943	1	43.7	785- 947	1702-2058	24,717
4202	ASSESSMENT CLERK		37.5	586- 707	27	37.6	589- 710	1281-1544	18,531
4306	COLLECTIONS CLERK		38.8	622- 752	9	38.9	625- 755	1359-1642	19,706
4308	SENIOR COLLECTIONS CLERK		40.8	684- 826	3	40.9	688- 830	1496-1805	21,664
4310	COMMERCIAL DIV ASST SUPERVISOR		49.8	1047-1267	2	49.9	1052-1273	2280-2760	33,118
4311	COMMERCIAL DIVISION SUPERVISOR		54.7	1323-1603	2	54.8	1329-1611	2879-3488	41,847
4312	BOND AND COUPON SUPERVISOR		44.5	814- 984	1	44.6	818- 989	1779-2151	25,813
4320	CASHIER I		36.8	567- 684	13	36.9	570- 688	1240-1496	17,957
4321	CASHIER II		38.8	622- 752	14	38.9	625- 755	1359-1642	19,706
4322	CASHIER III		43.0	758- 916	9	43.1	762- 920	1657-2001	24,014
4334	INVESTIGATOR, TAX COLLECTOR		47.6	943-1141	8	47.7	947-1147	2051-2485	29,817
4335	SENIOR INVESTIGATOR, TAX COLLECTOR		49.6	1037-1255	4	49.7	1042-1261	2256-2731	32,915
4336	LICENSE BUREAU ASSISTANT SUPERVISOR		42.3	735- 887	1	42.4	738- 891	1605-1936	23,235
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR		51.6	1141-1381	1	51.7	1147-1388	2484-3010	36,127
4340	CHIEF INVESTIGATOR, TAX COLLECTOR		53.1	1226-1484	1	53.2	1232-1491	2680-3243	38,915
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR		53.4	1243-1506	1	53.5	1249-1513	2717-3291	39,489

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED SCHEDULE NUMBER	1985-86 RECOMMENDED BI-WEEKLY SALARY	1985-86 RECOMMENDED APPROX. MO. SALARY	1985-86 RECOMMENDED APPROX. MAX. ANNUAL EQUIV.
4366	COLLECTION SUPERVISOR	45.5	854-1032	2	45.6	858-1037	1866-2255	27,066
4372	CASHIER, TAX COLLECTOR	46.5	895-1083	1	46.6	899-1088	1955-2366	28,397
5226	TRAFFIC SURVEY CODER INTERVIEWER		5.12 HR	0		5.15 HR		
8102	PROCESS SERVER	34.8	517-622	1	34.9	519-625	1129-1359	16,313
8106	LEGAL PROCESS CLERK	37.7	591-714	41	37.8	594-717	1292-1559	18,714
8108	SENIOR LEGAL PROCESS CLERK	39.7	650-785	17	39.8	652-788	1418-1714	20,567
8112	ASSISTANT COURT CLERK	43.5	777-938	9	43.6	781-943	1699-2051	24,612
8113	COURT CLERK	47.5	938-1136	54	47.6	943-1141	2051-2482	29,780
8115	ASSISTANT SUPERVISING COURT CLERK	48.5	984-1191	6	48.6	989-1197	2151-2603	31,242
8116	LEGISLATIVE CALENDAR CLERK	39.7	650-785	1	39.8	652-788	1418-1714	20,567
8118	LEGISLATION CLERK	44.0	796-961	1	44.1	800-966	1740-2101	25,213
8134	CONFIDENTIAL CRIME REPORTER	45.9	870-1052	1	46.0	874-1057	1901-2299	27,588
8136	SENIOR CONFIDENTIAL CRIME REPORTER	47.9	956-1158	1	48.0	961-1163	2090-2530	30,354
8138	COURT REPORTER	46.9	912-1104	1	47.0	916-1109	1992-2412	28,945
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR	45.7	862-1042	1	45.8	866-1047	1884-2277	27,327
8170	MEDICAL CLAIMS SUPERVISOR Z	50.7	1093-1323	2	50.8	1099-1329	2390-2891	34,687
8173	LEGAL ASSISTANT	47.8	952-1152	29	47.9	956-1158	2079-2519	30,224
9110	FARE COLLECTIONS RECEIVER	41.8	717-866	33	41.9	721-870	1568-1892	22,707
9116	SENIOR FARE COLLECTIONS RECEIVER	44.3	807-975	10	44.4	810-979	1762-2129	25,552
9117	PRINCIPAL FARE COLLECTIONS RECEIVER	47.8	952-1152	2	47.9	956-1158	2079-2519	30,224
9118	TRANSIT REVENUE SUPERVISOR	50.5	1083-1310	1	50.6	1088-1316	2366-2862	34,348
9122	TRANSIT INFORMATION CLERK	41.3	701-846	20	41.4	704-850	1531-1849	22,185
9124	SENIOR TRANSIT INFORMATION CLERK	44.8	826-998	3	44.9	830-1003	1805-2182	26,178
9125	CHIEF TRANSIT INFORMATION CLERK	47.5	938-1136	1	47.6	943-1141	2051-2482	29,780
9126	TRANSIT TRAFFIC CHECKER	43.8	788-952	12	43.9	792-956	1723-2079	24,952
9128	SENIOR TRANSIT TRAFFIC CHECKER	45.8	866-1047	2	45.9	870-1052	1892-2288	27,457
9131	STATION AGENT, MUNICIPAL RAILWAY	44.3	807-975	65	44.4	810-979	1762-2129	25,552
9355	WHARFINGER I	45.0	834-1008	5	45.1	838-1013	1823-2203	26,439
9356	WHARFINGER II	48.3	975-1180	2	48.4	979-1185	2129-2577	30,929
9357	CHIEF WHARFINGER Z	53.3	1237-1499	1	53.4	1243-1506	2704-3276	39,307
9910	PUBLIC SERVICE TRAINEE		CONTRACT RATE	0		CONTRACT RATE		
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE		CONTRACT RATE	0		CONTRACT RATE		
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS		CONTRACT RATE	0		CONTRACT RATE		
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS		CONTRACT RATE	0		CONTRACT RATE		
8164	SENIOR LAW CLERK	50.0	1057-1279	11	50.1	1062-1285	2310-2795	33,539
8172	GENERAL CLERK TYPIST	37.2	578-697	1	37.3	580-701	1262-1525	18,296
8576	SENIOR CLERK TYPIST	40.7	681-822	1	40.8	684-826	1488-1797	21,559

NUMBER OF CLASSES THIS BENCHMARK..... 148
NUMBER OF POSITIONS THIS BENCHMARK..... 4117

SAE750

1466 METER READER.....

1984-85 SALARY SCHEDULE 43.2

APPROX $1666 - $1838 - $2011 MO.
$9.57 - $10.56 - $11.56 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	9.58	10.57	11.56		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
CITY OF DALY CITY	3	8.60	9.53	10.45	28.59	40.0	13	Y	Y	12	Y	N	7%	55	178	10-15-20-25
CITY OF HAYWARD	2	8.04	8.84	9.63	17.68	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF SAN JOSE	2	8.22	9.11	9.99	18.22	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SANTA CLARA	10	10.34	11.48	12.61	114.80	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	3	9.81	10.87	11.92	32.61	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	25	11.66	11.66	11.66	291.50	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
MARIN MUNICIPAL UTIL DIST	6	10.28	10.88	11.35	65.28	40.0	13	Y	Y	15	Y	Y	14%	87	207	10-15-20-25
TOTALS	7	26	.....		277.18											
FLAT RATE TOTALS		25	.....		291.50											
COMBINED TOTAL		51														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.66 HR. 1854 MO. *
* RATE RANGE 9.59 TO 11.73 HR. 1668 TO 2041 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 11.66 TO 11.66 HR. 2028 TO 2028 MO. *

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1466 METER READER *

		1984 85 SCHEDULE NUMBER	1984 85 BI-WEEKLY SALARY	1984 85 BUD POS	1985 86 RECOMMENDED RATES SCHEDULE NUMBER	1985 86 RECOMMENDED RATES BI-WEEKLY SALARY	1985 86 RECOMMENDED RATES APPROX. MO. SALARY	1985 86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*1466	METER READER	43.2	766- 925	15	43.4	773- 934	1681-2031	24,377
7204	CHIEF WATER SERVICE INSPECTOR	58.2	1565-1899	1	58.4	1580-1918	3437-4172	50,060
7316	WATER SERVICE INSPECTOR	53.2	1232-1491	25	53.4	1243-1506	2704-3276	39,307
7317	SENIOR WATER SERVICE INSPECTOR	56.2	1421-1723	8	56.4	1436-1740	3123-3785	45,414

NUMBER OF CLASSES THIS BENCHMARK 4
NUMBER OF POSITIONS THIS BENCHMARK 49

SAE750 1466 METER READER.....

1984-85 SALARY SCHEDULE 43.2 APPROX $1666 - $1838 - $2011 MO.
$9.57 - $10.56 - $11.56 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH VAC FAMILY	1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	9.58	10.57	11.56		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
CITY OF DALY CITY	3	8.60	9.53	10.45	28.59	40.0	13	Y	Y	12	Y	N	7%	55	178	10-15-20-25
CITY OF HAYWARD	2	8.04	8.84	9.63	17.68	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF SAN JOSE	2	8.22	9.11	9.99	18.22	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SANTA CLARA	10	10.34	11.48	12.61	114.80	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	3	9.81	10.87	11.92	32.61	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	25	11.66	11.66	11.66	291.50	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
MARIN MUNICIPAL UTIL DIST	6	10.28	10.88	11.35	65.28	40.0	13	Y	Y	15	Y	Y	14%	87	207	10-15-20-25
TOTALS 7	26	.....			277.18											
FLAT RATE TOTALS	25	.....			291.50											
COMBINED TOTAL	51															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.66 HR. 1854 MO. *
* RATE RANGE 9.59 TO 11.73 HR. 1668 TO 2041 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 11.66 TO 11.66 HR. 2028 TO 2028 MO. *

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1466 METER READER *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985 86 RECOMMENDED RATES SCHEDULE NUMBER	1985 86 RECOMMENDED RATES BI-WEEKLY SALARY	1985 86 RECOMMENDED RATES APPROX. MO. SALARY	1985 86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*1466	METER READER	43.2	766- 925	15	43.4	773- 934	1681-2031	24,377
7204	CHIEF WATER SERVICE INSPECTOR	58.2	1565-1899	1	58.4	1580-1918	3437-4172	50,060
7316	WATER SERVICE INSPECTOR	53.2	1232-1491	25	53.4	1243-1506	2704-3276	39,307
7317	SENIOR WATER SERVICE INSPECTOR	56.2	1421-1723	8	56.4	1436-1740	3123-3785	45,414

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 49

SAE750 1650 ACCOUNTANT.....

1983-84 SALARY SCHEDULE 41.6 APPROX $1538 - $1698 - $1859 MO.
$8.87 - $9.80 - $10.72 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	168	8.87	9.80	10.72		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	662	9.23	9.98	10.40	6606.76	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	23	8.12	8.89	9.65	195.58	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	16	6.43	7.35	8.35	133.02	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	67	7.96	9.16	10.35	613.72	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	0	9.91	10.36	10.80	0.00	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	3	9.09	10.07	11.05	30.21	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	1	8.06	9.95	10.85	9.95	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	13	8.86	9.97	11.07	129.61	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	1	9.67	10.68	11.68	10.68	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	2	9.77	10.65	11.53	21.30	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	2	10.47	11.60	12.73	23.20	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF OAKLAND	14	10.46	11.43	12.31	160.02	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	5	11.18	12.39	13.59	61.95	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	2	12.05	13.35	14.69	26.78	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	6	11.11	12.03	12.96	72.18	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
U. C. MEDICAL CENTER S.F.	4	8.90	9.80	10.70	39.20	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	0	8.90	9.80	10.70	0.00	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	11	822	.....		8,134.16											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1650 ACCOUNTANT *

			1983-84			1984-85 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
*1650	ACCOUNTANT	Z	41.6	710- 858	168	41.9	721- 870	1562-1885	22,620
1652	SENIOR ACCOUNTANT	Z	45.6	858-1037	97	45.9	870-1052	1885-2279	27,352
1654	PRINCIPAL ACCOUNTANT	Z	49.6	1037-1255	70	49.9	1052-1273	2279-2758	33,098
1655	SYSTEMS ACCOUNTANT	Z	50.6	1088-1316	9	50.9	1104-1336	2392-2895	34,736
1656	HEAD ACCOUNTANT	Z	53.6	1255-1520	32	53.9	1273-1543	2758-3343	40,118
1657	SENIOR SYSTEMS ACCOUNTANT	Z	54.6	1316-1596	8	54.9	1336-1618	2895-3506	42,068
1658	CHIEF ACCOUNTANT	Z	57.3	1499-1818	18	57.6	1520-1844	3293-3995	47,944
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION	Z	58.1	1558-1890	1	58.4	1580-1918	3423-4156	49,868
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH	Z	59.5	1666-2023	1	59.8	1690-2053	3662-4448	53,378
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY	Z	59.9	1698-2063	4	60.2	1723-2094	3733-4537	54,444
1678	FINANCIAL OPERATIONS DIRECTOR	Z		2996-2996	1		3041-3041	6589-6589	79,066
1679	FINANCIAL REPORTS SPECIALIST	Z		2143-2143	1		2175-2175	4713-4713	56,550
1684	ASSOCIATE AUDITOR	Z	49.6	1037-1255	3	49.9	1052-1273	2279-2758	33,098
1686	SUPERVISING AUDITOR	Z	53.6	1255-1520	2	53.9	1273-1543	2758-3343	40,118
1688	CHIEF AUDITOR	Z	57.3	1499-1818	1	57.6	1520-1844	3293-3995	47,944
1802	RESEARCH ASSISTANT	Z	42.6	745- 899	8	42.9	755- 912	1636-1976	23,712
1804	STATISTICIAN	Z	46.1	878-1062	11	46.4	891-1078	1931-2336	28,028
1806	SENIOR STATISTICIAN	Z	49.6	1037-1255	6	49.9	1052-1273	2279-2758	33,098
1812	ASSISTANT RETIREMENT ANALYST	Z	44.4	810- 979	13	44.7	822- 994	1781-2154	25,844
1813	RETIREMENT ANALYST	Z	48.4	979-1185	8	48.7	994-1203	2154-2607	31,278
1814	ASSISTANT ACTUARY	Z	54.1	1285-1558	2	54.4	1304-1580	2825-3423	41,080
1816	ACTUARY	Z	60.8	1773-2156	1	61.1	1800-2188	3900-4741	56,888
1828	SENIOR ASSOCIATE BUDGET ANALYST	Z	55.9	1401-1698	0	56.2	1421-1723	3079-3733	44,798
1832	BUSINESS MANAGER, CITY COLLEGE	Z	60.3	1731-2104	1	60.6	1756-2135	3805-4626	55,510
1896	DIRECTOR, WELFARE AUDITS	Z	57.3	1499-1818	1	57.6	1520-1844	3293-3995	47,944
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS	Z	49.8	1047-1267	1	50.1	1062-1285	2301-2784	33,410
3104	BUSINESS MANAGER, REC AND PARK DEPT	Z	57.8	1535-1862	0	58.1	1558-1890	3376-4095	49,140
3566	EXECUTIVE SECRETARY, MUSEUMS	Z	50.6	1088-1316	1	50.9	1104-1336	2392-2895	34,736
8336	BUSINESS MANAGER, JUVENILE COURT	Z	53.8	1267-1535	1	54.1	1285-1558	2784-3376	40,508
9380	ADMINISTRATIVE SERVICE OFFICER, PORT	Z	49.1	1013-1226	0	49.4	1027-1243	2225-2693	32,318
9385	BUSINESS SERVICE OFFICER, PORT OF SF		45.1	838-1013	0	45.4	850-1027	1842-2225	26,702

NUMBER OF CLASSES THIS BENCHMARK..... 31
NUMBER OF POSITIONS THIS BENCHMARK..... 470

SAE750 1720 DATA ENTRY OPERATOR.....

1983-84 SALARY SCHEDULE 35.8 APPROX $1172 - $1292 - $1412 MO.
$6.76 - $7.45 - $8.15 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	106	6.76	7.45	8.15		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	4170	6.72	7.52	7.98	31358.40	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	53	6.49	7.02	7.55	372.06	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	137	5.12	5.89	6.65	806.93	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	113	5.75	6.61	7.47	746.93	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	1	6.77	7.40	8.03	7.40	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	0	6.10	6.76	7.42	0.00	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	6	6.31	6.83	7.35	40.98	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	20	6.39	7.19	7.99	143.80	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	62	7.15	7.87	8.59	487.94	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	5	8.16	8.51	8.85	42.55	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	2	7.26	8.04	8.82	16.08	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF HAYWARD	1	6.88	7.53	8.17	7.53	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	11	7.82	8.24	8.65	90.64	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	2	7.24	8.02	8.80	16.04	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	4	8.18	9.05	9.92	36.20	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	4	8.25	8.93	9.61	35.72	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	2	5.62	6.40	7.18	12.80	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	8	6.71	7.28	7.84	58.24	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	27	6.71	7.28	7.84	196.56	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	19	4,628	.....		34,476.80											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1720 DATA ENTRY OPERATOR *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*1720	DATA ENTRY OPERATOR	35.8	541- 652	106	35.9	544- 655	1179-1419	17,030
1721	SENIOR DATA ENTRY OPERATOR	37.8	594- 717	24	37.9	596- 721	1291-1562	18,746
1724	SENIOR TABULATING MACHINE OPERATOR	42.0	724- 874	1	42.1	728- 878	1577-1902	22,828
1727	SUPERVISING DATA ENTRY OPERATOR	39.8	652- 788	6	39.9	655- 792	1419-1716	20,592
1807	MANAGEMENT INFORMATION SYSTEMS TECH II.. Z	38.9	625- 755	0	39.0	628- 758	1361-1642	19,708
1808	MANAGEMENT INFORMATION SYSTEMS TECH I...	36.9	570- 688	0	37.0	572- 691	1239-1497	17,966
1833	TAPE LIBRARIAN, EDP	35.8	541- 652	3	35.9	544- 655	1179-1419	17,030
1834	SENIOR TAPE LIBRARIAN	37.8	594- 717	2	37.9	596- 721	1291-1562	18,746
1853	CONTROL CLERK, EDP	37.8	594- 717	46	37.9	596- 721	1291-1562	18,746
1855	SENIOR CONTROL CLERK, EDP	39.8	652- 788	25	39.9	655- 792	1419-1716	20,592
1856	ASST CONTROL SUPERVISOR, EDP	41.6	710- 858	5	41.7	714- 862	1547-1868	22,412
1858	CONTROL SUPERVISOR, EDP	44.1	800- 966	12	44.2	803- 970	1740-2102	25,220

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 230

SAE750 1736 COMPUTER OPERATOR II.....

1983-84 SALARY SCHEDULE 39.5 APPROX $1395 - $1539 - $1683 MO.
$8.05 - $8.88 - $9.71 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	32	8.05	8.88	9.71		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	1101	8.09	8.93	10.08	9831.93	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	13	7.43	8.11	8.79	105.43	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	54	7.17	8.25	9.32	445.50	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	64	7.96	9.16	10.35	586.24	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	1	8.62	9.43	10.24	9.43	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	8	8.40	9.31	10.21	74.48	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	3	7.86	8.66	9.45	25.98	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	5	8.26	9.30	10.33	46.50	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	1	7.94	8.76	9.58	8.76	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	2	9.24	9.64	10.03	19.28	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF CONCORD	1	8.91	9.88	10.84	9.88	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF OAKLAND	1	9.04	9.52	10.00	9.52	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	3	8.80	9.75	10.70	29.25	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	2	10.19	11.30	12.41	22.60	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	1	10.84	12.01	13.18	12.01	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	5	9.81	10.62	11.42	53.10	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	1	7.36	8.37	9.38	8.37	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F	10	7.67	8.40	9.12	84.00	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	33	7.67	8.40	9.12	277.20	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	19	1,309			11,659.46											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.91 HR. 1544 MO. *
* RATE RANGE 8.02 TO 9.80 HR. 1390 TO 1698 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1736 COMPUTER OPERATOR II.....*

			1983-84			1984-85 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1731	COMPUTER OPERATOR TRAINEE.....			548- 548	3		551- 551	1194-1194	14,326
1734	COMPUTER OPERATOR I.....		37.2	578- 697	11	37.3	580- 701	1257-1519	18,226
*1736	COMPUTER OPERATOR II.....		39.5	644- 777	32	39.6	647- 781	1402-1692	20,306
1737	SENIOR COMPUTER OPERATOR.....		42.5	742- 895	12	42.6	745- 899	1614-1948	23,374
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR....	Z	45.5	854-1032	6	45.6	858-1037	1859-2247	26,962
1739	COMPUTER OPERATIONS SUPERVISOR II.....	Z	51.5	1136-1375	7	51.6	1141-1381	2472-2992	35,906
1741	COMPUTER OPERATIONS SUPERVISOR I.....	Z	48.5	984-1191	2	48.6	989-1197	2143-2594	31,122
1745	TECH INSTRUCT ASST, COMPUTER SERVICES...		38.6	617- 745	0	38.7	620- 748	1343-1621	19,448
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV	Z	54.5	1310-1588	2	54.6	1316-1596	2851-3458	41,496
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR..	Z	50.3	1073-1298	3	50.4	1078-1304	2336-2825	33,904
1868	TELEPROCESSING TECHNICIAN.....		43.5	777- 938	5	43.6	781- 943	1692-2043	24,518

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 83

SAE750

1760 OFFSET MACHINE OPERATOR.....

1983-84 SALARY SCHEDULE 38.9

APPROX $1354 - $1495 - $1635 MO.
$7.81 - $8.62 - $9.43 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	18	7.81	8.62	9.43		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	365	7.98	8.80	9.63	3212.00	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	9	6.79	7.37	7.94	66.33	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	9	5.12	5.89	6.65	53.01	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
ALAMEDA COUNTY	5	9.40	9.40	9.40	47.00	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	5	6.93	7.68	8.43	38.40	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	1	7.52	8.28	9.03	8.28	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	3	7.40	8.33	9.25	24.99	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	5	7.77	8.57	9.36	42.85	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF DALY CITY	1	8.23	9.12	10.00	9.12	40.0	12	Y	Y	12	Y	N	7%	55	155	10-15-20-25
CITY OF FREMONT	2	7.62	8.27	8.91	16.54	40.0	11	Y	Y	12	Y	N	18%	51	147	12-15-18-21
CITY OF HAYWARD	1	8.55	9.26	9.96	9.26	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	5	8.44	8.90	9.35	44.50	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	3	7.72	8.55	9.38	25.65	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	1	9.22	10.24	11.26	10.24	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	0	8.65	9.36	10.06	0.00	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	2	9.81	10.62	11.42	21.24	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
OAKLAND CITY SCHOOL DIST.	6	5.91	6.72	7.53	40.32	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F	3	6.23	6.73	7.23	20.19	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	4	6.23	6.73	7.23	26.92	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 19	425															
FLAT RATE TOTALS	5		.....		3,669.84											
COMBINED TOTAL	430		.....		47.00											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.63 HR. 1495 MO. *

* RATE RANGE 7.77 TO 9.49 HR. 1346 TO 1644 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 9.40 TO 9.40 HR. 1629 TO 1629 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 7.79 TO 9.50 HR. 1350 TO 1646 MO. *

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1760 OFFSET MACHINE OPERATOR *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....	38.9	625- 755	0	39.0	628- 758	1361-1642	19,708
1750	MICROPHOTO TECHNICIAN.....	37.9	596- 721	4	38.0	599- 724	1298-1569	18,824
1752	SENIOR MICROPHOTO TECHNICIAN.....	41.4	704- 850	3	41.5	707- 854	1532-1850	22,204
*1760	OFFSET MACHINE OPERATOR.....	38.9	625- 755	18	39.0	628- 758	1361-1642	19,708
1762	SENIOR OFFSET MACHINE OPERATOR.....	42.2	731- 882	5	42.3	735- 887	1593-1922	23,062
1763	REPRODUCTION SUPERVISOR I.....	44.2	803- 970	0	44.3	807- 975	1749-2113	25,350
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR	44.2	803- 970	5	44.3	807- 975	1749-2113	25,350
1772	PHOTO-LITHOGRAPHER.....	42.2	731- 882	1	42.3	735- 887	1593-1922	23,062
1778	BLUEPRINT AND REPRODUCTION MANAGER..... Z	47.2	925-1120	2	47.3	929-1125	2013-2438	29,250

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 38

SAE750 1770 PHOTOGRAPHER.....

1983-84 SALARY SCHEDULE 44.7 APPROX $1781 - $1967 - $2153 MO.
$10.27 - $11.35 - $12.42 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	1	10.27	11.35	12.42		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
PRIVATE BAY AREA	147	9.66	11.91	12.89	1750.77	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	1	8.79	9.67	10.54	9.67	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
U. S. GOVERNMENT	4	6.43	7.39	8.35	29.56	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	6	7.17	8.25	9.32	49.50	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
U. S. GOVERNMENT	14	7.96	9.16	10.35	128.24	40.0	10	Y	N	13	Y	N	9%	45	90	13-18-26-26
SANTA CLARA COUNTY	1	8.93	9.85	10.77	9.85	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF SAN JOSE	0	10.55	11.68	12.81	0.00	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	1	10.71	11.87	13.02	11.87	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
OAKLAND CITY SCHOOL DIST.	1	7.72	8.79	9.85	8.79	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	0	8.54	9.39	10.23	0.00	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. MEDICAL CENTER S.F.	5	9.76	10.75	11.73	53.75	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-26
TOTALS	11	180			2,052.00											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.40 HR. 1976 MO.

MID RANGE 10.26 TO 12.54 HR. 1778 TO 2173 MO.

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1770 PHOTOGRAPHER *

		1983 84 SCHEDULE NUMBER	1983 84 BI WEEKLY SALARY	1983 84 BUD POS	1984 85 RECOMMENDED RATES SCHEDULE NUMBER	1984 85 RECOMMENDED RATES BI WEEKLY SALARY	1984 85 RECOMMENDED RATES APPROX. MO. SALARY	1984 85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*1770	PHOTOGRAPHER	44.7	822-994	1	44.9	830-1003	1798-2173	26,078
1774	HEAD PHOTOGRAPHER	46.2	882-1067	1	46.4	891-1078	1931-2335	28,028
3534	MUSEUM PHOTOGRAPHER	46.2	882-1067	1	46.4	891-1078	1931-2335	28,028

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK.... 3

SAE750

1840 JUNIOR MANAGEMENT ASSISTANT.....

1983-84 SALARY SCHEDULE 41.7

APPROX $1547 - $1707 - $1867 MO.
$8.92 - $9.85 - $10.77 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	8.92	9.85	10.77	145.05	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
STATE OF CALIFORNIA	15	8.79	9.67	10.54	40.08	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
ALAMEDA COUNTY	4	9.55	10.02	10.48	9.93	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
CONTRA COSTA COUNTY	1	8.96	9.93	10.89	0.00	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SAN MATEO COUNTY	0	9.34	10.51	11.67	26.43	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
SANTA CLARA COUNTY	3	7.95	8.81	9.67	63.90	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-26
CITY OF BERKELEY	6	9.77	10.65	11.53	11.89	40.0	11	Y	Y	12	Y	Y	14%	44	128	10-15-20-20
CITY OF CONCORD	1	10.73	11.89	13.04	37.17	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SAN JOSE	3	11.18	12.39	13.59	38.79	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
CITY OF SUNNYVALE	3	11.67	12.93	14.18	9.80	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. MEDICAL CENTER S.F.	1	8.90	9.80	10.70	98.00	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
U. C. BERKELEY	10	8.90	9.80	10.70												
TOTALS	11	47	.....		481.04											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.23 HR. 1773 MO.
RATE RANGE 9.21 TO 11.25 HR. 1596 TO 1950 MO.

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT..... *

			1983-84			1984-85 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	54.4	1304-1580	1	55.3	1362-1650	2951-3575	42,900
1114	ADMINISTRATOR, RETIREMENT SERVICES.....	Z	56.6	1450-1756	1	57.5	1513-1835	3278-3976	47,710
1115	CHIEF INVESTMENT OFFICER.....	Z	63.2	1994-2424	1	64.1	2084-2533	4515-5488	65,858
1116	COMMERCIAL DIVISION ASSISTANT MANAGER...	Z	58.8	1611-1955	1	59.7	1682-2043	3644-4427	53,118
1118	COMMERCIAL DIVISION MANAGER.....	Z	60.3	1731-2104	1	61.2	1809-2199	3920-4765	57,174
1491	ASSOCIATE REGISTRAR, SFJCD.....	Z	45.7	862-1042	1	46.6	899-1088	1948-2357	28,288
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF..	Z	46.5	895-1083	1	47.4	934-1131	2024-2451	29,406
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	47.1	920-1114	1	48.0	961-1163	2082-2520	30,238
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	50.4	1078-1304	1	51.3	1125-1362	2438-2951	35,412
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR...			1361-1361	1		1422-1422	3081-3081	36,972
1540	SECRETARY, FIRE COMMISSION.....	Z	53.5	1249-1513	1	54.4	1304-1580	2825-3423	41,080
1544	SECRETARY, LIBRARY COMMISSION.....	Z	50.9	1104-1336	1	51.8	1152-1394	2496-3020	36,244
1548	SECRETARY, SOCIAL SERVICES COMMISSION...	Z	46.4	891-1078	1	47.3	929-1125	2013-2438	29,250
1550	EXEC ASST TO THE BD OF ED		50.8	1099-1329	1	51.7	1147-1388	2485-3007	36,088
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM..	Z	58.4	1580-1918	1	59.3	1650-2004	3575-4342	52,104
1556	ADMIN SECRETARY, CITY PLANNING COMM....	Z	51.6	1141-1381	1	52.5	1191-1443	2581-3127	37,518
1574	EXECUTIVE SECRETARY TO THE CONTROLLER...	Z	41.8	717- 866	1	42.7	748- 903	1621-1957	23,478
1809	ADMIN ASST. TO SUPERINTENDENT OF SCHOOLS	Z		1336-1336	3		1383-1383	2997-2997	35,958
1815	MANAGEMENT AIDE.....			1236-1236	3		1279-1279	2771-2771	33,254
1820	JUNIOR ADMINISTRATIVE ANALYST.....	Z	41.2	697- 842	2	42.1	728- 878	1577-1902	22,828
1822	ADMINISTRATIVE ANALYST.....	Z	48.7	994-1203	5	49.6	1037-1255	2247-2719	32,630
1823	SENIOR ADMINISTRATIVE ANALYST.....	Z	51.7	1147-1388	22	52.6	1197-1450	2594-3142	37,700
1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	54.9	1336-1618	15	55.8	1394-1690	3020-3662	43,940
1825	MANAGEMENT ANALYST.....	Z	52.9	1214-1470	1	53.8	1267-1535	2745-3326	39,910
1829	OPERATIONS ANALYST.....	Z	45.9	870-1052	7	46.8	908-1099	1967-2381	28,574
1831	LEGISLATIVE AIDE, BOARD OF SUPERVISORS..	Z		854- 854	11		884- 884	1915-1915	22,984
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z		939- 939	11		972- 972	2106-2106	25,272
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM...		46.5	895-1083	0	47.4	934-1131	2024-2451	29,406
*1840	JUNIOR MANAGEMENT ASSISTANT.....	Z	41.7	714- 862	15	42.6	745- 899	1610-1946	23,374
1842	MANAGEMENT ASSISTANT.....	Z	45.7	862-1042	36	46.6	899-1088	1948-2357	28,288
1844	SENIOR MANAGEMENT ASSISTANT.....	Z	49.2	1018-1232	54	50.1	1062-1285	2301-2784	33,410
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	51.9	1158-1401	1	52.8	1208-1463	2617-3170	38,038
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	49.8	1047-1267	1	50.7	1093-1323	2368-2867	34,398
1848	MAYOR'S PROGRAM CONSULTANT.....	Z		1021-1021	5		1057-1057	2290-2290	27,482
1849	MAYOR'S PROGRAM MANAGER.....	Z		1530-1530	11		1584-1584	3432-3432	41,184
1851	MAYOR'S SENIOR PROGRAM MANAGER.....	Z		2170-2170	2		2246-2246	4866-4866	58,396
1886	MANAGER, BUR OF PERFORM MONITORING, PUC.	Z		1716-1716	1		1795-1795	3889-3889	46,670

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT *

			1983-84			1984-85 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
2119	HEALTH CARE ANALYST	Z	49.2	1018-1232	2	50.1	1062-1285	2301-2784	33,410
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	51.0	1109-1342	1	51.9	1158-1401	2509-3036	36,426
2140	HOSPITAL ADMINISTRATIVE ASSISTANT	Z	50.6	1088-1316	9	51.5	1136-1375	2461-2979	35,750
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	55.4	1368-1658	5	56.3	1429-1731	3096-3751	45,006
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	59.9	1698-2063	12	60.8	1773-2156	3842-4671	56,056
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	57.5	1513-1835	1	58.4	1580-1918	3423-4156	49,868
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		51.5	1136-1375	1	52.4	1185-1436	2568-3111	37,336
2993	ASST TO THE DIRECTOR, COMM ON THE AGING.	Z	46.5	895-1083	1	47.4	934-1131	2024-2451	29,406
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	49.0	1008-1220	1	49.9	1052-1273	2279-2758	33,098
3480	FARMERS MARKET MANAGER		43.3	769- 929	1	44.2	803- 970	1740-2102	25,220
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART....	Z	50.7	1093-1323	1	51.6	1141-1381	2472-2992	35,906
4119	PERFORMONG ARTS CENTER AIDE		45.7	862-1042	3	46.6	899-1088	1948-2357	28,288
4294	ADMINISTRATOR, ASSESSMENT APPEALS BOARD.	Z	49.6	1037-1255	1	50.5	1083-1310	2347-2838	34,060
4331	SECURITY ANALYST	Z	54.9	1336-1618	1	55.8	1394-1690	3020-3662	43,940
4332	ASSISTANT CHIEF OF INVESTMENTS	Z	58.5	1588-1927	3	59.4	1658-2014	3592-4364	52,364
4378	CASH MANAGEMENT AND INVESTMENT OFFICER..	Z	59.6	1674-2033	1	60.5	1748-2124	3787-4602	55,224
5111	DEPUTY FOR DEVELOPMENT			2532-2532	0		2621-2621	5679-5679	68,146
5185	GENERAL MANAGER, HETCH HETCHY PROJECT...	Z		2451-2451	1		2537-2537	5497-5497	65,962
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY..	Z	50.4	1078-1304	1	51.3	1125-1362	2438-2951	35,412
9139	TRANSIT SUPERVISOR		58.1	1062-1285	197	51.0	1109-1342	2403-2908	34,892
9140	TRANSIT MANAGER I	Z	52.6	1197-1450	23	53.5	1249-1513	2706-3278	39,338
9141	TRANSIT MANAGER II	Z	55.1	1349-1634	14	56.0	1407-1706	3049-3696	44,356
9142	TRANSIT MANAGER III	Z	57.6	1520-1844	5	58.5	1588-1927	3441-4175	50,102
9176	SCHOOL TRANSPORTATION SCHEDULER		43.2	766- 925	6	44.1	800- 966	1733-2093	25,116
9178	SCHOOL TRANSPORTATION SUPERVISOR	Z	54.4	1304-1580	1	55.3	1362-1650	2951-3575	42,900
9276	SECRETARY, AIRPORTS COMMISSION	Z	51.1	1114-1349	1	52.0	1163-1407	2520-3049	36,582
9376	MARKET RESEARCH SPECIALIST, PORT	Z	50.7	1093-1323	1	51.6	1141-1381	2472-2992	35,906
9383	DIRECTOR, PLANNING AND RESEARCH	Z	63.8	2053-2496	1	64.7	2145-2607	4648-5649	67,782
9384	DIRECTOR, FINANCE AND ADMINISTRATION		63.8	2053-2496	1	64.7	2145-2607	4648-5649	67,782
9387	PORT TRAFFIC MANAGER	Z	52.5	1191-1443	1	53.4	1243-1506	2693-3263	39,156
9388	DIRECTOR, MARITIME		63.8	2053-2496	1	64.7	2145-2607	4648-5649	67,782
9389	PORT TRAFFIC ANALYST	Z	45.7	862-1042	1	46.6	899-1088	1948-2357	28,288
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	54.9	1336-1618	1	55.8	1394-1690	3020-3662	43,940
9730	STAFF AIDE I, SPECIAL PROJECT	Z		559- 559	36		579- 579	1255-1255	15,054
9731	STAFF AIDE II, SPECIAL PROJECT	Z		643- 643	1		666- 666	1443-1443	17,316
9734	STAFF ASSISTANT I, SPECIAL PROJECT	Z		731- 731	0		757- 757	1640-1640	19,682
9736	STAFF ASSISTANT II, SPECIAL PROJECT	Z		839- 839	7		868- 868	1881-1881	22,568

1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1840 JUNIOR MANAGEMENT ASSISTANT..... *

		1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 APPROX. MO. SALARY	1984-85 APPROX. MAX. ANNUAL EQUIV.
9738	STAFF ASSISTANT III, SPECIAL PROJECT.... Z		964- 964	1		998- 998	2162-2162	25,948
9740	STAFF ASSISTANT IV, SPECIAL PROJECT..... Z		1111-1111	5		1150-1150	2492-2492	29,900
9742	STAFF ASSISTANT V, SPECIAL PROJECT..... Z		1280-1280	0		1325-1325	2871-2871	34,450
9744	STAFF ASSISTANT VI, SPECIAL PROJECT..... Z		1477-1477	1		1529-1529	3313-3313	39,754
9746	STAFF ASSISTANT VII, SPECIAL PROJECT.... Z		1701-1701	1		1761-1761	3816-3816	45,786
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT... Z		1869-1869	4		1934-1934	4190-4190	50,284
9750	STAFF ASSISTANT IX, SPECIAL PROJECT..... Z		2059-2059	0		2131-2131	4617-4617	55,406
9752	STAFF ASSISTANT X, SPECIAL PROJECT..... Z		2263-2263	2		2342-2342	5074-5074	60,892
9754	STAFF ASSISTANT XI, SPECIAL PROJECT..... Z		2489-2489	1		2576-2576	5581-5581	66,976
9756	STAFF ASSISTANT XII, SPECIAL PROJECT.... Z		2611-2611	0		2702-2702	5854-5854	70,252
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT... Z		2744-2744	0		2840-2840	6153-6153	73,840
9920	PUBLIC SERVICE AIDE-ASST TO PROFESSIONAL		524- 524	0		548- 548	1187-1187	14,248
9922	PUBLIC SERVICE AIDE-ASSOC TO PROFESSIONA		572- 572	0		598- 598	1296-1296	15,548

NUMBER OF CLASSES THIS BENCHMARK..... 87
NUMBER OF POSITIONS THIS BENCHMARK..... 582

SAE750 1872 PROGRAMMER ANALYST.....

1984-85 SALARY SCHEDULE 49.4 APPROX $2233 - $2468 - $2703 MO.
$12.83 - $14.18 - $15.53 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	62	12.84	14.19	15.54		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	1591	13.20	14.16	14.55	22528.56	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	22	11.38	12.54	13.69	275.88	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	136	12.20	14.03	15.85	1908.08	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	115	14.62	16.81	19.00	1933.15	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	18	13.47	14.85	16.22	267.30	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	3	11.51	12.75	13.99	38.25	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
CONTRA COSTA COUNTY	5	13.71	15.11	16.51	75.55	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	0	9.84	10.47	11.00	0.00	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	54	11.50	12.70	13.89	685.80	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF CONCORD	2	12.55	13.89	15.25	27.78	40.0	11	Y	Y	12	Y	Y	13%	58	168	10-15-20-20
CITY OF OAKLAND	0	10.30	11.43	12.56	0.00	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	9	13.13	14.54	15.95	130.86	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	1	12.60	13.66	14.71	13.66	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
EAST BAY MUNI. UTIL. DIST.	6	14.30	15.47	16.63	92.82	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
OAKLAND CITY SCHOOL DIST.	1	10.09	11.48	12.87	11.48	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	22	13.09	14.44	15.79	317.68	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	47	13.09	14.44	15.79	678.68	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	17	2,032		.....	28,985.53											

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1872 PROGRAMMER ANALYST..... *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985 86 RECOMMENDED RATES SCHEDULE NUMBER	1985 86 RECOMMENDED RATES BI-WEEKLY SALARY	1985 86 RECOMMENDED RATES APPROX. MO. SALARY	1985 86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1861	SYSTEMS AND PROCEDURES ANAYLST, SPEC PRO	Z	51.4	1131-1368	2	51.6	1141-1381	2482-3004	36,044
1862	SYSTEMS AND PROCEDURES ANAYLST.....	Z	51.4	1131-1368	15	51.6	1141-1381	2482-3004	36,044
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ	Z	54.4	1304-1580	2	54.6	1316-1596	2862-3471	41,656
1864	SR SYSTEMS AND PROCEDURES ANALYST.....	Z	54.4	1304-1580	39	54.6	1316-1596	2862-3471	41,656
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ..	Z	57.4	1506-1827	0	57.6	1520-1844	3306-4011	48,128
1866	SYSTEMS AND PROCEDURES SUPERVISOR.....	Z	57.4	1506-1827	28	57.6	1520 1844	3306 4011	48,128
1869	TECH INSTRUCT ASST,COMPUTER SERVICES MAN		49.4	1027-1243	3	49.6	1037 1255	2255 2730	32,756
1870	PROGRAMMER ANALYST TRAINEE.....	Z	47.4	934-1131	5	47.6	943 1141	2051-2482	29,780
1871	ASSISTANT SOFTWARE ANALYST.....	Z	53.5	1249-1513	1	53.7	1261 1528	2743-3323	39,841
*1872	PROGRAMMER ANALYST.....	Z	49.4	1027-1243	62	49.6	1037 1255	2255 2730	32,756
1873	SOFTWARE ANALYST.....	Z	55.4	1368-1658	13	55.6	1381 1674	3004-3641	43,691
1874	SENIOR PROGRAMMER ANALYST.....	Z	52.4	1185-1436	38	52.6	1197-1450	2603-3154	37,845
1875	SENIOR SOFTWARE ANALYST.....	Z	57.4	1506 1827	9	57.6	1520 1844	3306 4011	48,128
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV	Z	55.4	1368-1658	17	55.6	1381 1674	3004 3641	43,691
1877	SUPERVISING SOFTWARE ANALYST.....	Z	59.9	1698-2063	6	60.1	1714 2084	3728 4533	54,392
1879	PROJECT MANAGER, SPECIAL PROJECT.....	Z	62.7	1946-2365	5	62.9	1965 2388	4274 5194	62,327
1880	CHIEF OF SYSTEMS.....	Z	62.7	1946-2365	19	62.7	1946-2365	4233 5146	61,727
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC	Z		2893-2893	1		2922-2922	6355-6355	76,264
9307	COMPUTER OPERATIONS SUPERVISOR, PORT....		51.0	1109 1342	0	51.2	1120-1355	2436-2947	35,366

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 165

SAE750 1934 STOREKEEPER.....

1984 85 SALARY SCHEDULE 40.7 APPROX $1481 - $1634 - $1787 MO.
$8.51 - $9.39 - $10.27 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	67	8.51	9.40	10.28		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
ALAMEDA COUNTY	30	8.10	8.89	9.67	266.70	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	6	9.65	10.69	11.73	64.14	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	1	8.43	9.49	10.54	9.49	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	18	7.90	8.72	9.52	156.96	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF HAYWARD	1	8.18	9.06	9.93	9.06	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	17	9.30	9.79	10.28	166.43	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	8	9.15	10.14	11.13	81.12	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SANTA CLARA	1	9.84	10.92	12.00	10.92	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	1	10.21	11.31	12.41	11.31	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI UTIL DIST	4	11.45	11.45	11.45	45.80	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
EAST BAY MUNI. UTIL. DIST.	10	11.45	11.45	11.45	114.50	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
OAKLAND CITY SCHOOL DIST.	8	8.90	9.11	9.31	72.88	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	13	9.26	10.18	11.10	132.34	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	18	9.07	9.95	10.83	179.10	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
BAY AREA RAPID TRANSIT	30	11.51	11.51	11.51	345.30	40.0	12	Y	Y	12	Y	N	11%	152	152	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	2	9.42	10.41	11.39	20.82	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-20-30
TOTALS 16	124	.....			1,181.27											
FLAT RATE TOTALS	44	.....			505.60											
COMBINED TOTAL	168															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.53 HR. 1658 MO. *
* RATE RANGE 8.58 TO 10.48 HR. 1492 TO 1823 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 11.49 TO 11.49 HR. 1999 TO 1999 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 9.34 TO 10.74 HR. 1625 TO 1868 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1934 STOREKEEPER *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1914	FILM SERVICE TECHNICIAN	38.7	620- 748	4	39.6	647- 781	1407-1699	20,384
1924	MATERIALS AND SUPPLIES SUPERVISOR	40.0	658- 796	7	40.9	688- 830	1496-1805	21,663
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR	42.7	748- 903	8	43.6	781- 943	1699-2051	24,612
1930	WAREHOUSE WORKER	41.3	701- 846	26	42.2	731- 882	1590-1918	23,020
1932	ASSISTANT STOREKEEPER	38.7	620- 748	10	39.6	647- 781	1407-1699	20,384
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR	42.3	735- 887	14	43.2	766- 925	1666-2012	24,143
*1934	STOREKEEPER	40.7	681- 822	67	41.6	710- 858	1544-1866	22,394
1936	SENIOR STOREKEEPER	43.2	766- 925	20	44.1	800- 966	1740-2101	25,213
1938	STORES AND EQUIPMENT ASST SUPERVISOR	46.2	882-1067	4	47.1	920-1114	2001-2423	29,075
1939	SCHOOL WAREHOUSE SUPERVISOR Z	44.7	822- 994	2	45.6	858-1037	1866-2255	27,066
1940	STORES AND EQUIPMENT SUPERVISOR Z	49.7	1042-1261	1	50.6	1088-1316	2366-2862	34,348
1948	CODING SUPERVISOR, PURCHASING DEPT	47.2	925-1120	1	48.1	966-1169	2101-2543	30,511
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN	43.8	788- 952	4	44.7	822- 994	1788-2162	25,943
7441	TOOL ROOM MECHANIC AND CUSTODIAN	40.0	658- 796	7	40.9	688- 830	1496-1805	21,663

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 175

SAE750 1952 PURCHASER.....

1983-84 SALARY SCHEDULE 47.0 APPROX $1984 - $2193 - $2402 MO.
$11.45 - $12.65 - $13.86 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	12	11.45	12.65	13.86		40.0	13	N	N	13	N	Y	17%	64	64	10-15-20-20
STATE OF CALIFORNIA	1	11.55	12.74	13.93	12.74	40.0	12	Y	Y	12	Y	Y	18%	76	185	10-15-19-21
ALAMEDA COUNTY	4	11.71	12.87	14.03	51.48	37.5	13	N	N	13	Y	Y	15%	54	159	10-15-20-20
CONTRA COSTA COUNTY	4	10.96	12.14	13.32	48.56	40.0	13	Y	Y	12	Y	Y	17%	56	131	10-15-20-35
MARIN COUNTY	2	9.28	10.21	11.13	20.42	40.0	12	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	4	10.60	11.93	13.25	47.72	40.0	11	Y	Y	12	Y	Y	17%	53	139	13-15-21-22
SANTA CLARA COUNTY	9	12.06	13.33	14.59	119.97	40.0	11	Y	N	12	Y	Y	17%	60	77	12-16-20-22
CITY OF BERKELEY	2	9.98	10.89	11.79	21.78	40.0	15	Y	Y	12	Y	N	17%	55	160	10-15-20-25
CITY OF OAKLAND	3	13.26	13.96	14.66	41.94	37.5	13	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	4	11.28	12.50	13.71	50.00	40.0	11	Y	Y	12	Y	N	15%	27	75	10-15-20-20
CITY OF SANTA CLARA	1	13.31	14.75	16.18	14.75	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	1	11.99	13.26	14.57	13.28	40.0	12	Y	Y	10	Y	N	14%	139	139	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	3	13.21	14.36	15.51	43.08	40.0	12	Y	Y	12	Y	Y	10%	53	154	10-15-20-25
U. C. MEDICAL CENTER S.F.	2	12.89	14.22	15.54	28.44	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	3	12.80	14.22	15.64	42.66	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE LIVERMORE LAB.	11	11.62	14.24	16.86	156.64	40.0	11	Y	Y	12	Y	Y	15%	63	184	15-15-21-24
ALAMEDA-CONTRA COSTA TRANSIT	2	13.58	14.28	14.98	28.56	40.0	11	Y	Y	12	Y	Y	13%	118	118	10-15-20-30
BAY AREA RAPID TRANSIT	2	10.09	12.62	15.14	25.24	40.0	12	Y	Y	12	Y	N	7%	131	131	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	1	12.28	13.56	14.84	13.56	40.0	11	Y	Y	12	Y	Y	12%	73	204	10-15-20-25
GOLDEN GATE BRIDGE DISTRICT	1	14.08	15.55	17.02	15.55	40.0	11	Y	Y	12	Y	Y	12%	73	204	10-15-20-25
TOTALS	19	60			796.37											

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1984 - 1985
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1952 PURCHASER *

			1983-84 SCHEDULE NUMBER	1983-84 BI-WEEKLY SALARY	1983-84 BUD POS	1984-85 RECOMMENDED RATES SCHEDULE NUMBER	1984-85 RECOMMENDED RATES BI-WEEKLY SALARY	1984-85 RECOMMENDED RATES APPROX. MO. SALARY	1984-85 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1928	SCHOOL SUPPLIES ANALYST	Z	47.0	916-1109	2	48.0	961-1163	2082-2520	30,238
1944	MATERIALS COORDINATOR		54.9	1336-1618	0	55.9	1401-1698	3036-3679	44,148
1950	ASSISTANT PURCHASER	Z	40.5	674- 814	1	41.5	707- 854	1532-1850	22,204
*1952	PURCHASER	Z	47.0	916-1109	12	48.0	961-1163	2082-2520	30,238
1954	PURCHASER, PRINTING	Z	47.0	916-1109	2	48.0	961-1163	2082-2520	30,238
1956	SENIOR PURCHASER	Z	51.0	1109-1342	7	52.0	1163-1407	2520-3049	36,582
1958	SUPERVISING PURCHASER	Z	53.6	1255-1520	1	54.6	1316-1596	2851-3458	41,496

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 25

SAE750 2230 PHYSICIAN SPECIALIST.....

1984 85 SALARY SCHEDULE 63.1 APPROX $4317 - $4781 - $5246 MO.
$24.81 - $27.48 - $30.15 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	145	24.81	27.48	30.15		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
STATE OF CALIFORNIA	11	28.48	31.15	33.83	342.65	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	20	20.47	23.54	26.61	470.80	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	250	24.08	27.69	31.30	6922.50	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
CONTRA COSTA COUNTY	97	27.35	30.30	33.24	2939.10	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	7	22.64	25.47	28.30	178.29	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	1	21.74	24.09	26.43	24.09	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
SANTA CLARA COUNTY	23	23.39	25.91	28.42	595.93	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
U. C. MEDICAL CENTER S.F.	8	25.65	28.69	31.42	229.52	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. MEDICAL CENTER S.F.	12	28.55	31.56	34.56	378.72	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	8	25.95	28.69	31.42	229.52	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
U. C. BERKELEY	6	28.55	31.56	34.56	189.36	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	11	443	.....		12,500.48											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 28.22 HR. 4910 MO.
RATE RANGE 25.40 TO 31.04 HR. 4419 TO 5400 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2230 PHYSICIAN SPECIALIST *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2210	DENTIST	Z	61.6	1844-2242	8	62.2	1899-2309	4130-5022	60,265
2212	DIRECTOR, DIVISION OF DENTAL HEALTH	Z	64.0	2074-2521	1	64.6	2135-2596	4640-5646	67,756
2220	PHYSICIAN	Z	62.1	1890-2297	20	62.7	1946-2365	4233-5144	61,727
2222	SENIOR PHYSICIAN	Z	63.1	1985-2412	1	63.7	2043-2483	4444-5401	64,806
*2230	PHYSICIAN SPECIALIST	Z	63.1	1985-2412	145	63.7	2043-2483	4444-5401	64,806
2232	SENIOR PHYSICIAN SPECIALIST	Z	64.1	2084-2533	22	64.7	2145-2607	4665-5670	68,043
2233	SUPERVISING PHYSICIAN SPECIALIST	Z	65.6	2242-2726	6	66.2	2309-2806	5022-6103	73,237
2234	DISTRICT HEALTH OFFICER	Z	65.6	2242-2726	2	66.2	2309-2806	5022-6103	73,237
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM	Z	60.5	1748-2124	1	61.1	1800-2188	3915-4759	57,107
2240	RADIOLOGIST	Z	64.5	2124-2582	1	65.1	2188-2660	4759-5786	69,426
2250	DIRECTOR OF CLINICAL SERVICES	Z	65.6	2242-2726	8	66.2	2309-2806	5022-6103	73,237
2290	ZOO VETERINARIAN			1940-1940	1		1998-1998	4346-4346	52,148
2458	TOXICOLOGIST	Z	61.4	1827-2221	1	62.0	1881-2287	4091-4974	59,691

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 217

1984-85 SALARY SCHEDULE 0.0 APPROX $1974 - $1974 - $1974 MO.
$11.35 - $11.35 - $11.35 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	53	11.35	11.35	11.35		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
U. S. GOVERNMENT	19	14.17	14.17	14.17	269.23	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	26	12.50	12.50	12.50	325.00	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	26	12.57	12.57	12.57	326.82	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
SAN MATEO COUNTY	14	11.21	12.23	13.25	171.22	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	13	11.75	11.75	11.75	152.75	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
U. C. MEDICAL CENTER S.F.	67	10.19	10.19	10.19	682.73	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
TOTALS	14				171.22											
FLAT RATE TOTALS	151				1,756.53											
COMBINED TOTAL	165															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.23 HR. 2128 MO. *
* RATE RANGE 11.01 TO 13.45 HR. 1915 TO 2340 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 11.63 TO 11.63 HR. 2023 TO 2023 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 11.58 TO 11.79 HR. 2014 TO 2051 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2275 POST M.D. II *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2273	POST M.D. I		817- 817	58		850- 850	1849-1849	22,185
*2275	POST M.D. II		908- 908	53		944- 944	2053-2053	24,638
2277	POST M.D. III		995- 995	41		1035-1035	2251-2251	27,014
2279	POST M.D. IV		1073-1073	19		1116-1116	2427-2427	29,128
2281	POST M.D. V		1143-1143	12		1189-1189	2586-2586	31,033
2283	POST M.D. VI		1177-1177	17		1224-1224	2662-2662	31,946

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 200

SAE750 2312 LICENSED VOCATIONAL NURSE.....

1984-85 SALARY SCHEDULE 41.0 APPROX $1502 - $1658 - $1813 MO.
$8.63 - $9.53 - $10.42 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	116	8.64	9.54	10.43		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	1039	9.58	9.77	10.22	10151.03	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	99	7.94	8.66	9.38	857.34	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	248	9.23	9.69	10.15	2403.12	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	5	7.37	8.17	8.96	40.85	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	41	8.81	9.62	10.42	394.42	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	93	8.75	9.66	10.56	898.38	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	0	8.26	8.71	9.15	0.00	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
U. C. MEDICAL CENTER S.F.	51	9.43	10.11	10.78	515.61	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
TOTALS 8	1,576		.....		15,260.75											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.68 HR. 1684 MO.
RATE RANGE 8.71 TO 10.65 HR. 1515 TO 1853 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
2120	INSTITUTIONAL ADMITTING OFFICER		48.4	979-1185	1	48.8	998-1208	2171-2627	31,529
2301	ORDERLY TRAINEE			604- 604	0		616- 616	1340 1340	16,078
2302	ORDERLY		39.6	647- 781	597	40.0	658 796	1431 1731	20,776
2304	PSYCHIATRIC ORDERLY		40.3	668- 807	9	40.7	681- 822	1481-1788	21,454
2305	PSYCHIATRIC TECHNICIAN		41.3	701- 846	63	41.7	714 862	1553 1875	22,498
2306	SENIOR PSYCHIATRIC ORDERLY		42.3	735- 887	2	42.7	748- 903	1627-1964	23,568
2310	SURGICAL PROCEDURES TECHNICIAN		41.3	701- 846	18	41.7	714 862	1553 1875	22,498
*2312	LICENSED VOCATIONAL NURSE		41.0	691- 834	116	41.4	704- 850	1531-1849	22,185
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH		40.6	677- 818	50	41.0	691- 834	1503 1813	21,767
2392	SR CENTRAL PROCESSING AND DISTR TECH		46.0	874-1057	4	46.4	891 1078	1936 2345	28,136
2402	LABORATORY HELPER		36.3	554- 668	8	36.7	565 681	1229-1481	17,774
2406	PHARMACY HELPER		40.3	668- 807	5	40.7	681- 822	1481 1788	21,454
2408	SENIOR PHARMACY HELPER		42.3	735- 887	1	42.7	748- 903	1627 1964	23,568
2409	PHARMACY TECHNICIAN		43.3	769- 929	15	43.7	785- 947	1707 2060	24,717
2416	BACTERIOLOGICAL LABORATORY ASSISTANT		37.8	594- 717	10	38.2	605- 731	1316 1590	19,079
2420	HISTOLOGY TECHNICIAN		45.6	858-1037	1	46.0	874 1057	1901 2299	27,588
2440	VETERINARY LABORATORY TECHNOLOGIST		49.6	1037 1255	2	50.0	1057-1279	2299 2782	33,382
2514	ORTHOPEDIC TECHNICIAN I		41.3	701- 846	2	41.7	714- 862	1553 1875	22,498
2515	ORTHOPEDIC TECHNICIAN II		42.3	735- 887	1	42.7	748- 903	1627-1964	23,568
2517	JAIL MEDICAL TECHNICIAN		44.7	822- 994	15	45.1	838-1013	1823-2203	26,439
2520	MORGUE ATTENDANT		40.8	684- 826	4	41.2	697- 842	1516 1831	21,976
2522	SENIOR MORGUE ATTENDANT		42.3	735- 887	1	42.7	748- 903	1627-1964	23,568
2523	FORENSIC AUTOSPY TECHNICIAN		42.3	735- 887	3	42.7	748- 903	1627-1964	23,568
2526	AMBULANCE DRIVER		50.2	1067-1291	3	50.6	1088-1316	2366 2862	34,348
2528	MEDICAL STEWARD		50.2	1067 1291	2	50.6	1088-1316	2366 2862	34,348
2530	SENIOR MEDICAL STEWARD		51.7	1147-1388	3	52.1	1169-1414	2545-3075	36,905
2532	PARAMEDIC		50.2	1067-1291	69	50.6	1088-1316	2366 2862	34,348
2534	PARAMEDIC SUPERVISOR	Z	53.7	1261-1528	7	54.1	1285 1558	2794-3389	40,664
2535	CHIEF, PARAMEDIC DIVISION	Z	55.7	1388-1682	1	56.1	1416 1714	3079-3729	44,735
2565	ACUPUNCTURIST	Z	47.3	929-1125	1	47.7	947-1147	2060 2495	29,937
7303	BARBER		41.6	710- 858	2	42.0	724- 874	1575-1901	22,811
7324	BEAUTICIAN		41.6	710- 858	2	42.0	724- 874	1575 1901	22,811
9924	PUBLIC SERVICE AIDE-HEALTH SERVICES			520- 520	0		530- 530	1153 1153	13,833
9926	PUBLIC SERVICE AIDE-LEGAL ENFORCEMENT			520 520	0		530- 530	1153 1153	13,833
1120	SENIOR ORDERLY		40.6	677 818	1	41.0	691 834	1503 1813	21,767

NUMBER OF CLASSES THIS BENCHMARK 18
NUMBER OF POSITIONS THIS BENCHMARK 1,010

SAE750 2426 RADIOLOGIC TECHNOLOGIST II.....

1984-85 SALARY SCHEDULE 46.1 APPROX $1909 - $2109 - $2309 MO.
$10.97 - $12.12 - $13.27 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	19	10.98	12.13	13.28		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	369	11.51	12.27	12.82	4527.63	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	1	9.11	9.98	10.85	9.98	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	21	11.52	12.68	13.84	266.28	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
ALAMEDA COUNTY	8	11.06	12.25	13.44	98.00	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
SAN MATEO COUNTY	3	9.27	10.43	11.59	31.29	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	19	9.89	10.92	11.94	207.48	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
U. C. MEDICAL CENTER S.F.	19	11.55	12.73	13.91	241.87	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	1	11.39	12.56	13.72	12.56	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 8	441				5,395.09											

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2426 RADIOLOGIC TECHNOLOGIST II.....*

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2202	DENTAL AIDE.....	41.8	717- 866	13	42.0	724- 874	1575-1901	22,811
2204	DENTAL HYGIENIST.....	45.3	846-1022	2	45.5	854-1032	1857-2245	26,935
2423	RADIOLOGIC TECHNOLOGIST INTERN.....	CONTRACT RATE		6		CONTRACT RATE		
2424	X-RAY LABORATORY AIDE.....	40.8	684- 826	18	41.0	691- 834	1503-1814	21,767
2425	RADIOLOGIC TECHNOLOGIST I.....	45.3	846-1022	19	45.5	854-1032	1857-2245	26,935
*2426	RADIOLOGIC TECHNOLOGIST II.....	46.1	878-1062	19	46.3	887-1073	1929-2334	28,005
2427	RADIOLOGIC TECHNOLOGIST III.....	47.3	929-1125	9	47.5	938-1136	2040-2471	29,650
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I...	48.6	989-1197	6	48.8	998-1208	2171-2627	31,529
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II..	50.1	1062-1285	1	50.3	1073-1298	2334-2823	33,878
2430	MEDICAL EVALUATIONS ASSISTANT.....	41.8	717- 866	6	42.0	724- 874	1575-1901	22,811
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....	51.6	1141-1381	1	51.8	1152-1394	2506-3032	36,383
2432	ELECTROCARDIOGRAPH TECHNICIAN.....	43.3	769- 929	5	43.5	777- 938	1690-2040	24,482
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN....	45.3	846-1022	1	45.5	854-1032	1857-2245	26,935
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....	44.8	826- 998	1	45.0	834-1008	1814-2192	26,309
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II.....	45.8	866-1047	1	46.0	874-1057	1901-2299	27,588
2438	ADMINISTRATIVE DIRECTOR RADIOLOGY..... Z	56.5	1443-1748	0	56.7	1457-1765	3169-3839	46,067
2441	DIAGONOSTIC MEDICAL SONOGRAPHER I.....	45.8	866-1047	1	46.0	874-1057	1901-2299	27,588
2442	DIAGNOSTIC MEDICAL SONOGRAPHER II.....	48.3	975-1180	1	48.5	984-1191	2140-2590	31,085

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 110

2444 CLINICAL LABORATORY TECHNOLOGIST.....

1985-86 SALARY SCHEDULE 49.1 APPROX $2203 - $2434 - $2666 MO.
$12.66 - $13.99 - $15.32 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	FRINGE BENEFITS MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	12.66	14.00	15.33		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	768	13.33	14.25	14.89	10944.00	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	3	11.91	12.80	13.69	38.40	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	33	13.12	14.36	15.59	473.88	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	15	10.15	11.25	12.34	168.75	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	9	11.18	12.57	13.97	113.13	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	40	11.24	12.45	13.66	498.00	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
U. C. MEDICAL CENTER S.F.	150	13.28	14.65	16.02	2197.50	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	7	12.50	13.78	15.05	96.46	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	8	1,025			14,530.12											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.18 HR. 2467 MO. *
* RATE RANGE 12.76 TO 15.60 HR. 2220 TO 2714 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2444 CLINICAL LABORATORY TECHNOLOGIST..... *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		48.5	984-1191	2	48.8	998-1208	2171-2627	31,529
*2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	49.1	1013-1226	5	49.4	1027-1243	2234-2704	32,442
2446	SR CLINICAL LABORATORY TECHNOLOGIST.....	Z	52.1	1169-1414	1	52.4	1185-1436	2577-3123	37,480
2447	TECH INSTRUCT ASST, CHEMISTRY/BIOLOGY...		41.6	710- 858	2	41.9	721- 870	1568-1892	22,707
2456	ASSISTANT TOXICOLOGIST.....	Z	51.0	1109-1342	2	51.3	1125 1362	2447-2962	35,548
2462	MICROBIOLOGIST.....	Z	49.1	1013-1226	11	49.4	1027-1243	2234-2704	32,442
2464	SENIOR MICROBIOLOGIST.....	Z	52.1	1169-1414	5	52.4	1185-1436	2577-3123	37,480
2465	VIROLOGIST.....	Z	55.1	1349-1634	1	55.4	1368 1658	2975 3606	43,274
2466	CHIEF MICROBIOLOGIST.....	Z	56.1	1414-1714	1	56.4	1436 1740	3123-3785	45,414
2471	WATER QUALITY CHEMIST.....	Z	48.5	984-1191	29	48.8	998-1208	2171-2627	31,529
2472	SENIOR WATER CHEMIST.....	Z	52.7	1203-1457	2	53.0	1220-1477	2654 3212	38,550
2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	53.0	1220-1477	6	53.3	1237 1499	2690-3260	39,124
2484	JUNIOR PUBLIC HEALTH CHEMIST.....	Z	45.0	834-1008	0	45.3	846-1022	1840-2223	26,674
2486	PUBLIC HEALTH CHEMIST I.....	Z	47.5	938-1136	5	47.8	952-1152	2071-2506	30,067
2488	PUBLIC HEALTH CHEMIST II.....	Z	50.0	1057-1279	1	50.3	1073-1298	2334-2823	33,878
2490	PUBLIC HEALTH CHEMIST III.....	Z	54.5	1310-1588	1	54.8	1329-1611	2891-3504	42,047
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES....	Z	59.3	1650-2004	1	59.6	1674 2033	3641 4422	53,061
6106	SANITARY ENGINEERING TECHNICIAN.....		46.0	874-1057	33	46.3	887-1073	1929 2334	28,005

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 108

SAE750 2450 PHARMACIST.....

1984-85 SALARY SCHEDULE 53.0 APPROX $2653 - $2932 - $3212 MO.
$15.25 - $16.85 - $18.46 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	30	15.25	16.86	18.46		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	297	16.77	17.62	18.25	5233.14	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	5	15.76	16.53	17.31	82.65	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	54	12.15	13.98	15.80	754.92	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	15	14.10	15.57	17.04	233.55	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	8	15.36	16.15	16.93	129.20	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	6	13.57	15.26	16.96	91.56	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	26	15.07	16.65	18.23	432.90	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
U. C. MEDICAL CENTER S.F.	10	16.78	18.06	19.33	180.60	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	2	15.05	16.20	17.35	32.40	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 9	423		.....		7,170.92											

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2450 PHARMACIST *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*2450	PHARMACIST	Z	53.0	1220-1477	30	53.2	1232-1491	2680-3243	38,915
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP	Z	55.0	1342-1626	1	55.2	1355-1642	2947-3571	42,856
2452	DIRECTOR OF PHARMACEUTICAL SERVICES	Z	57.0	1477-1791	1	57.2	1491-1809	3243-3935	47,215
2453	SUPERVISING PHARMACIST	Z	54.8	1329-1611	6	55.0	1342-1626	2919-3537	42,439
2454	CLINICAL PHARMACIST		56.0	1407-1706	7	56.2	1421-1723	3091-3748	44,970

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 45

SAE750 2556 PHYSICAL THERAPIST.....

1984-85 SALARY SCHEDULE 46.9 APPROX $1983 - $2192 - $2401 MO.
$11.40 - $12.60 - $13.80 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	16	11.40	12.60	13.80		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	130	12.64	12.81	13.19	1665.30	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	0	10.88	11.97	13.07	0.00	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	14	10.05	11.56	13.06	161.84	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	9	12.46	13.72	14.98	123.48	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	10	12.89	13.56	14.22	135.60	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	1	11.41	12.58	13.74	12.58	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	2	10.78	12.13	13.47	24.26	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	7	11.12	12.28	13.44	85.96	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
U. C. MEDICAL CENTER S.F.	9	12.97	14.31	15.65	128.79	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
TOTALS 9	182	.....			2,337.81											

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 2556 PHYSICAL THERAPIST *
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			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
2538	AUDIOMETRIST	Z	48.7	994-1203	3	49.2	1018 1232	2214-2680	32,155
2540	AUDIOLOGIST	Z	50.7	1093-1323	1	51.2	1120-1355	2436-2947	35,366
2542	SPEECH PATHOLOGIST	Z	50.2	1067-1291	4	50.7	1093-1323	2377-2878	34,530
2546	HANDICRAFT INSTRUCTOR		41.6	710- 858	1	42.1	728- 878	1583-1910	22,916
2548	OCCUPATIONAL THERAPIST	Z	47.2	925-1120	16	47.7	947-1147	2060-2495	29,937
2550	SENIOR OCCUPATIONAL THERAPIST	Z	50.4	1078-1304	4	50.9	1104-1336	2401-2906	34,870
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV.	Z	45.9	870-1052	6	46.4	891-1078	1936-2345	28,136
2554	PHYSICAL THERAPY AIDE		41.5	707- 854	5	42.0	724- 874	1575-1901	22,811
*2556	PHYSICAL THERAPIST	Z	46.9	912-1104	16	47.4	934-1131	2031-2460	29,519
2558	SENIOR PHYSICAL THERAPIST	Z	50.4	1078-1304	3	50.9	1104-1336	2401-2906	34,870
2561	OPTOMETRIST		55.5	1375-1666	1	56.0	1407-1706	3060-3711	44,527

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 60

SAE750 2574 CLINICAL PSYCHOLOGIST.....

1984-85 SALARY SCHEDULE 55.2 APPROX $2947 - $3259 - $3571 MO.
$16.93 - $18.73 - $20.52 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	26	16.94	18.74	20.53		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	157	18.17	19.27	20.19	3025.39	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	5	15.05	16.60	18.15	83.00	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	52	17.32	19.92	22.51	1035.84	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	18	16.06	16.84	17.61	303.12	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	1	10.96	14.80	18.63	14.80	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	1	13.95	15.40	16.85	15.40	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	9	15.40	17.33	19.25	155.97	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	18	15.07	16.65	18.23	299.70	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	1	13.16	14.27	15.37	14.27	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
U. C. MEDICAL CENTER S.F.	7	15.41	17.01	18.61	119.07	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	1	15.41	17.01	18.61	17.01	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 11	270		.....		5,083.57											

" WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 18.83 HR. 3276 MO.
RATE RANGE 16.95 TO 20.71 HR. 2949 TO 3603 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2574 CLINICAL PSYCHOLOGIST *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
*2574	CLINICAL PSYCHOLOGIST	Z	55.2	1355-1642	26	55.3	1362-1650	2962-3589	43,065
2575	RESEARCH PSYCHOLOGIST	Z	56.7	1457-1765	0	56.8	1463-1773	3182-3856	46,275
2576	SUPERVISING CLINICAL PSYCHOLOGIST	Z	56.7	1457-1765	2	56.8	1463-1773	3182-3856	46,275
2585	HEALTH WORKER I		36.5	560- 674	34	36.6	562- 677	1222-1472	17,670
2586	HEALTH WORKER II		39.0	628- 758	59	39.1	631- 762	1372-1657	19,888
2587	HEALTH WORKER III		40.9	688- 830	45	41.0	691- 834	1503-1814	21,767
2588	HEALTH WORKER IV		44.6	818- 989	25	44.7	822- 994	1788-2162	25,943
2589	HEALTH PROGRAM COORDINATOR I	Z	47.6	943-1141	6	47.7	947-1147	2060-2495	29,937
2591	HEALTH PROGRAM COORDINATOR II	Z	50.6	1088-1316	6	50.7	1093-1323	2377-2878	34,530
2593	HEALTH PROGRAM COORDINATOR III	Z	54.1	1285-1558	33	54.2	1291-1565	2808-3404	40,847
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR		54.2	1291-1565	1	54.3	1298-1573	2823-3421	41,055
2818	HEALTH PROGRAM PLANNER		51.8	1152-1394	3	51.9	1158-1401	2519-3047	36,566
2819	ASSISTANT HEALTH EDUCATOR	Z	45.5	854-1032	6	45.6	858-1037	1866-2255	27,066
2820	SENIOR HEALTH PROGRAM PLANNER	Z	54.8	1329-1611	4	54.9	1336-1618	2906-3519	42,230
2822	HEALTH EDUCATOR	Z	48.5	984-1191	7	48.6	989-1197	2151-2603	31,242
2823	MENTAL HEALTH EDUCATOR	Z	48.5	984-1191	1	48.6	989-1197	2151-2603	31,242
2824	CHIEF, BUREAU OF HEALTH EDUCATION	Z	52.5	1191-1443	1	52.6	1197-1450	2603-3154	37,845
2825	SENIOR HEALTH EDUCATOR	Z	49.5	1032-1249	1	49.6	1037-1255	2255-2730	32,756

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 260

SAE750 2604 FOOD SERVICE WORKER.....

1984 85 SALARY SCHEDULE 37.0 APPROX $1244 - $1373 - $1502 MO.
$7.15 - $7.89 - $8.63 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	127	7.15	7.90	8.64		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	766	7.80	8.22	8.56	6296.52	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	62	6.34	6.84	7.33	424.08	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	116	8.13	8.81	9.49	1021.96	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	89	7.45	7.95	8.44	667.80	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
SAN MATEO COUNTY	15	7.41	7.85	8.28	117.75	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	43	6.77	7.45	8.13	320.35	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF OAKLAND	0	7.89	8.32	8.75	0.00	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
U. C. MEDICAL CENTER S.F.	75	7.89	8.18	8.51	613.50	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	96	6.01	6.47	6.93	621.12	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 9	1,257	.....			10,083.08											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.02 HR. 1395 MO. *
* RATE RANGE 7.22 TO 8.82 HR. 1256 TO 1534 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2604 FOOD SERVICE WORKER. *

			1984 85			1985 86 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
*2604	FOOD SERVICE WORKER		37.0	572- 691	127	37.4	583 704	1268 1531	18,374
2606	SENIOR FOOD SERVICE WORKER		38.0	599- 724	25	38.4	611 738	1329-1605	19,262
2608	SUPPLY ROOM ATTENDENT		38.6	617 745	1	39.0	628- 758	1366 1649	19,784
2615	SCHOOL LUNCHROOM HELPER		37.0	572- 691	664	37.4	583- 704	1268-1531	18,374
2618	FOOD SERVICE SUPERVISOR		40.8	684- 826	6	41.2	697- 842	1516 1831	21,976
2619	SENIOR FOOD SERVICE SUPERVISOR		42.8	752- 908	2	43.2	766 925	1666-2012	24,143
2630	SCHOOL LUNCHROOM COOK		39.0	628- 758	30	39.4	641 773	1394 1681	20,175
2632	COOK-MANAGER, ELEMENTARY SCHOOL		40.0	658- 796	36	40.4	671- 810	1459 1762	21,141
2634	COOK-MANAGER, SECONDARY SCHOOL		42.9	755- 912	31	43.3	769- 929	1673 2021	24,247
2650	ASSISTANT COOK		40.0	658- 796	8	40.4	671- 810	1459-1762	21,141
2652	BAKER		44.5	814- 984	1	44.9	830-1003	1805-2182	26,178
2654	COOK		43.0	758 916	28	43.4	773 934	1681-2031	24,377
2656	CHEF		47.5	938-1136	12	47.9	956 1158	2079 2519	30,224
2660	ADMINISTRATIVE CHEF	Z	53.4	1243 1506	2	53.8	1267 1535	2756-3339	40,064
2662	DIRECTOR OF FOOD SERVICES	Z	55.4	1368-1658	2	55.8	1394-1690	3032-3676	44,109
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT		38.5	614 742	94	38.9	625- 755	1359 1642	19,706
2674	CHILDREN'S CENTER HOUSEPARENT		40.0	658- 796	18	40.4	671- 810	1459 1762	21,141
7350	MEAT CUTTER		45.5	854 1032	1	45.9	870-1052	1892 2288	27,457
7351	HEAD MEAT CUTTER		47.5	938 1136	1	47.9	956 1158	2079-2519	30,224

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 1089

SAE750 2624 DIETITIAN.....

1984-85 SALARY SCHEDULE 46.2 APPROX $1918 - $2119 - $2320 MO.
$11.02 - $12.18 - $13.33 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	14	11.03	12.19	13.34		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	102	11.99	12.42	13.47	1266.84	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	3	10.15	11.18	12.21	33.54	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	17	10.05	11.56	13.06	196.52	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	5	11.36	11.92	12.48	59.60	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	2	10.38	11.50	12.62	23.00	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	2	11.25	12.66	14.06	25.32	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	8	11.12	12.28	13.44	98.24	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
U. C. MEDICAL CENTER S F	10	12.50	13.78	15.05	137.80	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	2	10.40	11.45	12.50	22.90	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 9	151				1,863.76											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.34 HR. 2147 MO.
RATE RANGE 11.11 TO 13.57 HR. 1933 TO 2361 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2624 DIETITIAN *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	BUD POS	1985 86 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
*2624	DIETITIAN	Z	46.2	882-1067	14	46.5	895-1083	1947-2356	28,266
2626	CHIEF DIETITIAN	Z	48.7	994-1203	2	49.0	1008-1220	2192-2654	31,842
2636	SCHOOL LUNCHROOM AREA SUPERVISOR	Z	49.7	1042-1261	5	50.0	1057 1279	2299 2782	33,382
2637	FOOD SERVICE ASSISTANT SUPERVISOR	Z	52.7	1203-1457	1	53.0	1220 1477	2654 3212	38,550
2638	DIRECTOR OF FOOD SERVICES, SFUSD	Z	56.9	1470-1782	1	57.2	1491-1809	3243 3935	47,215
2846	NUTRITIONIST	Z	47.2	925-1120	3	47.5	938-1136	2040-2471	29,650

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 26

1984-85 SALARY SCHEDULE 37.7 APPROX $1285 - $1419 - $1552 MO.
$7.38 - $8.15 - $8.92 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	786	7.39	8.16	8.93		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	6267	7.90	8.24	8.46	51640.08	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	282	6.99	7.23	7.47	2038.86	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	150	7.66	8.31	8.95	1246.50	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	303	8.13	8.81	9.49	2669.43	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	9	7.38	8.07	8.76	72.63	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	47	7.95	8.36	8.77	392.92	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	12	7.34	7.69	8.03	92.28	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	84	7.06	7.94	8.82	666.96	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	161	6.77	7.45	8.13	1199.45	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	6	7.96	8.21	8.46	49.26	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
CITY OF CONCORD	6	8.00	8.87	9.73	53.22	40.0	11	Y	Y	12	Y	Y	13%	58	168	10-15-20-20
CITY OF DALY CITY	5	8.33	9.23	10.13	46.15	40.0	13	Y	Y	12	Y	N	7%	55	178	10-15-20-25
CITY OF OAKLAND	51	7.95	8.38	8.80	427.38	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	63	7.64	8.46	9.28	532.98	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN MATEO	11	8.05	8.62	9.19	94.82	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SANTA CLARA	3	8.90	9.88	10.86	29.64	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	14	10.07	10.07	10.07	140.98	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
OAKLAND CITY SCHOOL DIST.	111	6.48	7.18	7.88	796.98	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	221	7.56	8.23	8.89	1818.83	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	38	7.28	7.90	8.51	300.20	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
BAY AREA RAPID TRANSIT	66	10.60	10.60	10.60	699.60	40.0	12	Y	Y	12	Y	N	11%	152	152	15-20-25-30

TOTALS	21	7,830	69,168.57
FLAT RATE TOTALS	80		840.56
COMBINED TOTAL	7,910		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.20 HR. 1426 MO. *
* RATE RANGE 7.38 TO 9.02 HR. 1284 TO 1569 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 10.51 TO 10.51 HR. 1828 TO 1828 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 7.41 TO 9.03 HR. 1289 TO 1571 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2708 CUSTODIAN.....*

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2702	DRESSING ROOM ATTENDANT.....		5.34 HR	0		5.39 HR		
2706	HOUSEKEEPER.....	34.9	519- 625	3	35.1	524- 631	1140-1372	16,469
*2708	CUSTODIAN.....	37.7	591- 714	786	37.9	596- 721	1296-1568	18,818
2716	CUSTODIAL ASSISTANT SUPERVISOR.....	39.7	650- 785	53	39.9	655- 792	1425-1723	20,671
2718	CUSTODIAL SUPERVISOR I.....	41.7	714- 862	26	41.9	721- 870	1568-1892	22,707
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR	43.7	785- 947	4	43.9	792- 956	1723-2079	24,952
2720	JANITORIAL SERVICES SUPERVISOR.....	45.7	862-1042	3	45.9	870-1052	1892-2288	27,457
2727	SCHOOL CUSTODIAN SUPERVISOR I.....	41.7	714- 862	17	41.9	721- 870	1568-1892	22,707
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I..	44.0	796- 961	12	44.2	803- 970	1747-2110	25,317
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II.	46.5	895-1083	1	46.7	903-1093	1964-2377	28,527
2736	PORTER.....	37.7	591- 714	246	37.9	596- 721	1296-1568	18,818
2738	PORTER ASSISTANT SUPERVISOR.....	39.7	650- 785	7	39.9	655- 792	1425-1723	20,671
2740	PORTER SUPERVISOR I.....	41.7	714- 862	12	41.9	721- 870	1568-1892	22,707
2742	GENERAL SERVICES SUPERVISOR.....	42.8	752- 908	1	43.0	758- 916	1649-1992	23,908
2785	ASSISTANT GENERAL SERVICES MANAGER.....	47.7	947-1147	4	47.9	956-1158	2079-2519	30,224
2786	GENERAL SERVICES MANAGER.....	52.3	1180-1429	3	52.5	1191-1443	2590-3139	37,662
7392	WINDOW CLEANER.....	44.1	800- 966	7	44.3	807- 975	1755-2121	25,448
7450	SHADE AND DRAPERY WORKER.....	42.1	728- 878	6	42.3	735- 887	1599-1929	23,151
7451	SENIOR SHADE AND DRAPERY WORKER.....	44.1	800- 966	1	44.3	807- 975	1755-2121	25,448
7524	INSTITUTION UTILITY WORKER.....	37.9	596- 721	6	38.1	602- 728	1309-1583	19,001
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR...	47.5	938-1136	1	47.7	947-1147	2060-2495	29,937

NUMBER OF CLASSES THIS BENCHMARK..... 23
NUMBER OF POSITIONS THIS BENCHMARK ... 1866

SWE74U

2760 LAUNDRY WORKER.....

THRU 65 SALARY SCHEDULE 36.3 APPROX $1204 - $1328 - $1452 MO.
$6.92 - $7.63 - $8.35 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	56	6.93	7.64	8.35		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	347	7.12	7.64	8.08	2651.08	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	3	6.34	6.84	7.33	20.52	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	24	7.66	8.31	8.95	199.44	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	21	6.89	7.53	8.17	158.13	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
SANTA CLARA COUNTY	21	6.77	7.45	8.13	156.45	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
U. C. MEDICAL CENTER S.F.	7	7.84	8.18	8.51	57.26	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. MEDICAL CENTER S.F.	17	8.16	8.53	8.89	145.01	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
TOTALS	7	440			3,387.89											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 7.70 HR. 1339 MO.
RATE RANGE 6.93 TO 8.47 HR. 1205 TO 1473 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2760 LAUNDRY WORKER.....*

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985 86 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
*2760	LAUNDRY WORKER.....	36.3	554- 668	56	36.6	562- 677	1222-1472	17,670
2770	SENIOR LAUNDRY WORKER.....	37.3	580- 701	22	37.6	589- 710	1281-1544	18,531
2772	SEWING TECHNICIAN.....	36.8	567- 684	6	37.1	575- 694	1251-1509	18,113
2774	SENIOR SEWING TECHNICIAN.....	39.8	652- 788	2	40.1	661- 800	1438-1740	20,880
2780	LAUNDRY WORKER SUPERVISOR.....	42.3	735- 887	3	42.6	745- 899	1620-1955	23,464
2782	LAUNDRY SUPERINTENDENT.....	46.5	895-1083	3	46.8	908-1099	1975-2390	28,684

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 92

SAE750 2903 ELIGIBILITY WORKER.....

1984 85 SALARY SCHEDULE 39.4 APPROX $1394 - $1537 - $1681 MO.
$8.01 - $8.83 - $9.66 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	174	8.01	8.84	9.66		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
ALAMEDA COUNTY	588	8.39	9.16	9.93	5386.08	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	112	8.38	9.29	10.19	1040.48	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	50	7.84	8.64	9.44	432.00	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	79	8.09	9.10	10.11	718.90	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	191	7.98	8.80	9.62	1680.80	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
TOTALS	1,020				9,258.26											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.08 HR. 1579 MO.
RATE RANGE 8.17 TO 9.99 HR. 1421 TO 1738 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2903 ELIGIBILITY WORKER..... *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1487	FINANCIAL AIDS ASSISTANT.....		41.3	701- 846	11	41.9	721- 870	1568-1892	22,707
*2903	ELIGIBILITY WORKER.....		39.4	641- 773	174	40.0	658- 796	1431-1731	20,776
2905	SENIOR ELIGIBILITY WORKER.....	Z	41.4	704- 850	254	42.0	724- 874	1575-1901	22,811
2907	ELIGIBILITY WORKER SUPERVISOR.....		44.2	803- 970	64	44.8	826- 998	1797-2171	26,048
2908	HOSPITAL ELIGIBILITY WORKER.....		42.2	731- 882	43	42.8	752- 908	1636-1975	23,699
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....		47.9	956-1158	8	48.5	984-1191	2140-2590	31,085
2911	ELIGIBILITY APPEALS SPECIALIST.....	Z	44.2	803- 970	10	44.8	826- 998	1797-2171	26,048
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR....	Z	48.9	1003-1214	10	49.5	1032-1249	2245 2717	32,599

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 574

SAE760

2910 SOCIAL WORKER.....

1984-85 SALARY SCHEDULE 44.5 APPROX $1770 - $1955 - $2140 MO.
$10.17 $11.23 - $12.30 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	90	10.18	11.24	12.30		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
ALAMEDA COUNTY	70	10.12	11.09	12.06	776.30	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	4	9.71	10.76	11.81	43.04	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
CONTRA COSTA COUNTY	34	10.96	12.14	13.32	412.76	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	25	10.03	11.08	12.13	277.00	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	27	10.43	11.73	13.04	316.71	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	84	10.32	11.40	12.47	957.60	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
TOTALS 6	244				2,783.41											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.41 HR. 1985 MO.
RATE RANGE 10.27 TO 12.55 HR. 1786 TO 2183 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2910 SOCIAL WORKER *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2566	REHABILITATION COUNSELOR	Z	47.8	952-1152	5	48.2	970-1174	2110-2553	30,641
2904	SOCIAL SERVICE TECHNICIAN		39.8	652- 788	1	40.2	664- 803	1444-1747	20,958
2906	SOCIAL WORKER TRAINEE	Z		782- 782	0		798- 798	1736-1736	20,828
*2910	SOCIAL WORKER	Z	44.5	814- 984	90	44.9	830-1003	1805-2182	26,178
2912	SENIOR SOCIAL WORKER	Z	46.0	874-1057	35	46.4	891-1078	1938-2345	28,136
2914	SOCIAL WORK SUPERVISOR	Z	49.0	1008-1220	16	49.4	1027-1243	2234-2704	32,442
2920	MEDICAL SOCIAL WORKER	Z	49.5	1032-1249	44	49.9	1052-1273	2288-2769	33,225
2922	SENIOR MEDICAL SOCIAL WORKER	Z	51.5	1136-1375	5	51.9	1158-1401	2519-3047	36,566
2924	MEDICAL SOCIAL WORK SUPERVISOR	Z	52.7	1203-1457	3	53.1	1226-1484	2667-3228	38,732
2925	CHIEF, MEDICAL SOCIAL SERVICES	Z	54.7	1323-1603	1	55.1	1349-1634	2934-3554	42,647
2930	PSYCHIATRIC SOCIAL WORKER	Z	49.5	1032-1249	54	49.9	1052-1273	2288-2769	33,225
2932	SENIOR PSYCHIATRIC SOCIAL WORKER	Z	51.5	1136-1375	16	51.9	1158-1401	2519-3047	36,566
2934	CHIEF PSYCHIATRIC SOCIAL WORKER	Z	54.5	1310-1588	0	54.9	1336-1618	2906-3519	42,230
2940	CHILD WELFARE WORKER	Z	49.5	1032-1249	73	49.9	1052-1273	2288-2769	33,225
2942	SENIOR CHILD WELFARE WORKER	Z	51.5	1136-1375	11	51.9	1158-1401	2519-3047	36,566
2944	CHILD WELFARE SUPERVISOR	Z	53.0	1220-1477	15	53.4	1243-1506	2704-3276	39,307
2948	SENIOR SOCIAL SERVICE SUPERVISOR	Z	54.0	1279-1550	0	54.4	1304-1580	2836-3437	41,238
2950	SOCIAL SERVICE DIVISION SUPERVISOR	Z	55.5	1375-1666	0	55.9	1401-1698	3047-3693	44,318
2951	COMMUNITY SERVICES COORDINATOR	Z	55.0	1342-1626	0	55.4	1368-1658	2975-3606	43,274
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS	Z	59.2	1642-1994	0	59.6	1674-2033	3641-4422	53,061
2994	HOMEMAKER		36.7	565- 681	16	37.1	575- 694	1251-1509	18,113
9971	COMMUNITY WORKER		39.8	652- 788	1	40.2	664- 803	1444-1747	20,958

NUMBER OF CLASSES THIS BENCHMARK..... 22
NUMBER OF POSITIONS THIS BENCHMARK.... 166

SAE750 3284 RECREATION DIRECTOR.....

1984-85 SALARY SCHEDULE 43.4 APPROX $1681 - $1856 - $2031 MO.
$9.66 - $10.66 - $11.67 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH VAC FAMILY	1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	84	9.66	10.67	11.68		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
CITY OF FREMONT	2	9.98	11.05	12.12	22.10	40.0	11	Y	Y	12	Y	N	18%	59	171	12-15-21-21
CITY OF OAKLAND	13	10.20	10.75	11.30	139.75	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	10	10.19	11.29	12.38	112.90	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SANTA CLARA	1	10.88	12.05	13.22	12.05	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
LOS ANGELES COUNTY	27	9.70	10.90	12.09	294.30	40.0	12	Y	Y	12	Y	N	6%	71	194	10-15-20-20
CITY OF LOS ANGELES	59	10.01	11.23	12.44	662.57	40.0	13	N	N	12	Y	N	17%	78	224	10-15-18-20
CITY OF SAN DIEGO	17	8.50	9.37	10.24	159.29	40.0	9	Y	Y	17	N	N	3%	30	0	17- 0- 0- 0
TOTALS 7	129		.....		1,402.96											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.88 HR. 1893 MO.
RATE RANGE 9.79 TO 11.97 HR. 1703 TO 2082 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO		39.9	655- 792	3	40.4	671- 810	1459-1762	21,141
1927	TECH INSTRUCT ASST, PHYSICAL EDUCATION..		39.1	631- 762	2	39.6	647- 781	1407-1699	20,384
3115	EXEC ASST, REC & PARK (ABOLISH 12/12/83)	Z	56.6	1450-1756	0	57.1	1484-1800	3228-3915	46,980
3202	LOCKER ROOM ATTENDANT.....		29.1	398- 477	0	29.6	408- 489	887-1064	12,763
3204	SWIMMING POOL CASHIER - CLERK.....		37.6	589- 710	9	38.1	602- 728	1309-1583	19,001
3208	POOL LIFEGUARD.....		37.8	594- 717	7	38.3	608- 735	1322-1599	19,184
3210	ATHLETIC ATTENDANT.....			4.51 HR	0		4.62 HR		
3212	SWIMMING INSTRUCTOR.....		41.6	710- 858	0	42.1	728- 878	1583-1910	22,916
3214	SENIOR SWIMMING INSTRUCTOR.....		45.4	850-1027	8	45.9	870-1052	1892-2288	27,457
3216	ASSISTANT AQUATICS SUPERVISOR.....		47.3	929-1125	1	47.8	952-1152	2071-2506	30,067
3226	GOLF COURSE STARTER.....		39.6	647- 781	2	40.1	661- 800	1438-1740	20,880
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS...	Z	50.6	1088-1316	0	51.1	1114-1349	2423-2934	35,209
3232	MARINA ASSISTANT MANAGER.....		44.1	800- 966	7	44.6	818- 989	1779-2151	25,813
3234	MARINA MANAGER.....		47.6	943-1141	1	48.1	966-1169	2101-2543	30,511
3238	DANCE INSTRUCTOR.....	Z	43.4	773- 934	7	43.9	792- 956	1723-2079	24,952
3240	DRAMA INSTRUCTOR.....	Z	43.4	773- 934	0	43.9	792- 956	1723-2079	24,952
3248	PIANIST.....	Z	47.2	925-1120	2	47.7	947-1147	2060-2495	29,937
3250	ORCHESTRA INSTRUCTOR.....	Z	43.4	773- 934	1	43.9	792- 956	1723-2079	24,952
3256	PHOTOGRAPHY INSTRUCTOR.....	Z	43.4	773- 934	9	43.9	792- 956	1723-2079	24,952
3257	SENIOR PHOTOGRAPHY INSTRUCTOR.....	Z	45.4	850-1027	1	45.9	870-1052	1892-2288	27,457
3258	PHOTOGRAPHY DIRECTOR.....	Z	49.4	1027-1243	1	49.9	1052-1278	2288-2769	33,225
3260	CRAFTS INSTRUCTOR.....	Z	43.4	773- 934	1	43.9	792- 956	1723-2079	24,952
3262	CURATOR OF INDUSTRIAL ARTS.....	Z	47.6	943-1141	1	48.1	966-1169	2101-2543	30,511
3264	CAMP ASSISTANT.....			361- 361	0		370- 370	805- 805	9,657
3266	CAMP MANAGER.....			836- 836	0		857- 857	1864-1864	22,368
3280	ASST RECREATION DIRECTOR (PART TIME)....			7.26 HR	24		7.44 HR		
*3284	RECREATION DIRECTOR.....	Z	43.4	773- 934	84	43.9	792- 956	1723-2079	24,952
3285	JUNIOR MUSEUM DIRECTOR.....	Z	49.4	1027-1243	1	49.9	1052-1278	2288-2769	33,225
3287	ASSISTANT RECREATION SUPERVISOR.....	Z	47.6	943-1141	17	48.1	966-1169	2101-2543	30,511
3289	RECREATION SUPERVISOR.....	Z	49.4	1027-1243	7	49.9	1052-1278	2288-2769	33,225
3291	PRINCIPAL RECREATION SUPERVISOR.....	Z	52.4	1185-1436	7	52.9	1214-1470	2630-3187	38,247
3292	ASSISTANT SUPERINTENDENT, RECREATION...	Z	55.9	1401-1698	3	56.4	1436-1740	3123-3785	45,418
3301	VENDOR HELPER.....			4.51 HR	0		4.62 HR		
3302	VENDOR.....		33.6	489- 589	15	34.1	500- 602	1084-1305	15,712
3305	RIDES ATTENDANT HELPER.....			4.51 HR	0		4.62 HR		
3306	RIDES ATTENDANT.....		33.6	489- 589	2	34.1	500- 602	1084-1305	15,712
3530	ORGANIST.....			109.00 DA	0		111.66 DA		

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR *

			1984-85			1985-86 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
3606	TECH INSTRUCT ASST, PERFORMING ARTS		41.2	697 842	2	41.7	714- 862	1553-1875	22,498
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR		45.1	838 1013	4	45.6	858-1037	1866-2255	27,066
3546	CURATOR OF NATURAL SCIENCE, JR MUSEUM	Z	47.6	943 1141	2	48.1	966-1169	2101-2543	30,511
7359	PIANO TUNER			12.04 HR	1		12.34 HR		

NUMBER OF CLASSES THIS BENCHMARK..... 41
NUMBER OF POSITIONS THIS BENCHMARK..... 232

SAE750 3450 AGRICULTURAL INSPECTOR.....

1984-85 SALARY SCHEDULE 44.5 APPROX $1770 - $1955 - $2140 MO.
$10.17 - $11.23 - $12.30 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	3	10.18	11.24	12.30		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
ALAMEDA COUNTY	0	10.04	11.05	12.05	0.00	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	2	9.96	11.04	12.12	22.08	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
CONTRA COSTA COUNTY	5	11.27	12.49	13.70	62.45	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	2	9.86	10.86	11.86	21.72	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	8	10.46	11.77	13.07	94.16	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SAN MATEO COUNTY	1	9.34	10.51	11.68	10.51	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	1	9.30	10.27	11.23	10.27	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
TOTALS	7	19	.....	.....	221.19											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.64 HR. 2025 MO.
RATE RANGE 10.48 TO 12.80 HR. 1823 TO 2227 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3450 AGRICULTURAL INSPECTOR..... *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
*3450	AGRICULTURAL INSPECTOR.....	44.5	814- 984	3	45.3	846-1022	1840-2223	26,674
6220	INSPECTOR OF WEIGHTS AND MEASURES.....	44.5	814- 984	3	45.3	846-1022	1840-2223	26,674

NUMBER OF CLASSES THIS BENCHMARK..... 2
NUMBER OF POSITIONS THIS BENCHMARK..... 6

SAE780 3542 CURATOR II.....

1984-85 SALARY SCHEDULE 46.4 APPROX $1937 - $2141 - $2344 MO.
$11.13 - $12.30 - $13.47 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	4	11.14	12.31	13.48		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
CITY OF OAKLAND	7	11.66	12.28	12.89	85.96	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
LOS ANGELES COUNTY	3	11.38	12.78	14.18	38.34	40.0	12	Y	Y	12	Y	N	6%	71	194	10-15-20-20
TOTALS	2	10			124.30											

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3542 CURATOR II *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
3502	MUSEUM EXHIBIT PACKER AND REPAIRER		42.8	752- 908	1	43.1	762- 920	1657-2001	24,012
3520	MUSEUM PREPARATOR		42.8	752- 908	1	43.1	762- 920	1657-2001	24,012
3522	SENIOR MUSEUM PREPARATOR		44.6	818- 989	1	44.9	830-1003	1805-2182	26,178
3524	PRINCIPAL MUSEUM PREPARATOR		48.1	966-1169	0	48.4	979-1185	2129-2577	30,929
3525	CHIEF MUSEUM PREPARATOR		50.1	1062-1285	0	50.4	1078-1304	2345-2836	34,034
3526	MUSEUM CONSERVATOR ASSISTANT		42.1	728- 878	0	42.4	738- 891	1605-1938	23,255
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)		45.9	870-1052	1	46.2	882-1067	1918-2321	27,849
3528	MUSEUM CONSERVATOR		53.5	1249-1513	3	53.8	1267-1535	2756-3339	40,064
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS)	Z	53.5	1249-1513	1	53.8	1267-1535	2756-3339	40,064
3540	CURATORIAL AIDE		35.9	544- 655	3	36.2	552- 664	1201-1444	17,330
3541	CURATOR I	Z	42.2	731- 882	4	42.5	742- 895	1614-1947	23,360
*3542	CURATOR II	Z	46.4	891-1078	4	46.7	903-1093	1964-2377	28,527
3544	CURATOR III	Z	50.0	1057-1279	1	50.3	1073-1298	2334-2823	33,878
3546	CURATOR IV	Z	53.4	1243-1506	4	53.7	1261-1528	2743-3323	39,881
3547	CURATOR V	Z	57.0	1477-1791	2	57.3	1499-1818	3260-3954	47,450
3550	MUSEUM EXHIBITION DESIGNER	Z	50.4	1078-1304	0	50.7	1093-1323	2377-2878	34,530
3556	MUSEUM REGISTRAR		46.4	891-1078	2	46.7	903-1093	1964-2377	28,527
9912	PUBLIC SERVICE AIDE-TECHNICAL			458- 458	0		465- 465	1011-1011	12,137

NUMBER OF CLASSES THIS BENCHMARK..... 16
NUMBER OF POSITIONS THIS BENCHMARK..... 25

SAE750 3593 INSTRUCTIONAL AIDE I.....

1984-85 SALARY SCHEDULE 30.7 APPROX $930 - $1024 - $1117 MO.
$5.35 - $5.88 - $6.42 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH VAC FAMILY	1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	495	5.35	5.89	6.43		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
OAKLAND CITY SCHOOL DIST.	527	4.85	5.95	7.05	3135.65	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
SANTA CLARA SCHOOL DIST.	209	5.87	6.65	7.42	1389.85	37.5	14	Y	N	12	Y	Y	12%	51	145	12-15-20-20
LOS ANGELES UNIF SCHOOL DIST	2659	5.26	5.90	6.54	15688.10	40.0	11	Y	N	13	Y	Y	12%	156	156	10-15-16-20
SAN DIEGO UNIF SCHOOL DIST.	483	5.15	5.71	6.27	2757.93	40.0	14	Y	N	12	Y	Y	12%	198	198	12-16-20-21
SACRAMENTO UNIF SCHOOL DIST	41	5.36	5.90	6.44	241.90	40.0	17	Y	N	12	Y	Y	12%	135	296	15-15-20-20
TOTALS	5	3,919		.....	23,213.43											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 5.92 HR. 1030 MO. *
* RATE RANGE 5.33 TO 6.51 HR. 927 TO 1132 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3593 INSTRUCTIONAL AIDE I..... *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
3590	TECH INSTRUCT ASST, ENGLISH READER.....		6.13 HR	0		6.19 HR		
3591	COLLEGE AIDE.....		4.43 HR	0		4.47 HR		
*3593	INSTRUCTIONAL AIDE I.....	30.7	428- 514	495	30.9	432- 519	940-1129	13,546
3594	INSTRUCTIONAL AIDE II.....	35.2	526- 634	169	35.4	531- 641	1155-1394	16,730
3596	SCHOOL SECURITY AIDE.....	35.2	526- 634	10	35.4	531- 641	1155-1394	16,730
3597	SCHOOL AIDE II.....	29.9	412- 496	0	30.1	416- 500	905-1088	13,050
3598	SCHOOL AIDE III.....	34.3	505- 608	1	34.5	510- 614	1109-1335	16,025
3599	TECH INSTRUCT ASST, GUIDANCE AIDE.....	35.0	521- 628	1	35.2	526- 634	1144-1379	16,547
9914	PUBLIC SERVICE AIDE-ADMINISTRATION.....		531- 531	0		536- 536	1166-1166	13,990
9976	COMMUNITY RELATIONS SPECIALIST SFUSD.... Z	40.0	658- 796	1	40.2	664- 803	1444-1747	20,958

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 677

SAE750 3630 LIBRARIAN I.....

1984-85 SALARY SCHEDULE 85.2 APPROX $1831 - $2022 - $2214 MO.
$10.52 - $11.62 - $12.72 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	98	10.53	11.63	12.73		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
STATE OF CALIFORNIA	2	11.13	12.27	13.40	24.54	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	0	10.26	11.01	11.76	0.00	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
ALAMEDA COUNTY	34	11.44	12.30	13.15	418.20	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	6	11.53	12.75	13.99	76.50	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
CONTRA COSTA COUNTY	11	10.01	11.08	12.16	121.99	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	2	9.31	10.26	11.20	20.52	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	11	9.96	10.64	11.82	117.04	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SAN MATEO COUNTY	13	10.61	11.94	13.26	155.22	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	1	9.75	10.76	11.77	10.76	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
SANTA CLARA COUNTY	10	10.28	11.35	12.41	113.50	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	5	9.63	10.31	10.98	51.55	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
CITY OF BERKELEY	12	10.53	11.61	12.69	139.32	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
CITY OF DALY CITY	1	9.88	10.98	12.00	10.94	40.0	13	Y	Y	12	Y	N	7%	55	178	10-15-20-25
CITY OF DALY CITY	2	10.43	11.57	12.70	23.14	40.0	13	Y	Y	12	Y	N	7%	55	178	10-15-20-25
CITY OF HAYWARD	2	10.41	11.51	12.61	23.02	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	20	11.13	11.73	12.32	234.60	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	4	12.32	13.65	14.98	54.60	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN JOSE	26	13.00	14.40	15.79	374.40	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN MATEO	0	9.83	10.77	11.71	0.00	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SAN MATEO	7	10.83	11.88	12.92	83.16	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SANTA CLARA	7	11.43	12.64	13.86	88.48	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SANTA CLARA	3	13.22	14.64	16.05	43.92	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	6	10.98	12.12	13.30	72.72	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
U. C. BERKELEY	10	9.73	11.09	12.45	110.90	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS	19	895			2,369.02											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.15 HR. 2114 MO.
RATE RANGE 10.94 TO 13.37 HR. 1903 TO 2326 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3630 LIBRARIAN I. *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
3538	TECH INSTRUCT ASST, LANGUAGE LAB.....		40.8	684- 826	2	41.8	717- 866	1559-1884	22,603
3602	LIBRARY PAGE.....		33.4	485- 583	14	34.4	508- 611	1105-1329	15,947
3610	LIBRARY ASSISTANT.....		37.9	596- 721	49	38.9	625- 755	1359-1642	19,706
3616	LIBRARY TECHNICAL ASSISTANT I.....		41.4	704- 850	106	42.4	738- 891	1605-1938	23,255
3618	LIBRARY TECHNICAL ASSISTANT II.....		43.4	773- 934	19	44.4	810- 979	1762-2129	25,552
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY..		44.2	803- 970	1	45.2	842-1018	1831-2214	26,570
*3630	LIBRARIAN I.....	Z	45.2	842-1018	98	46.2	882-1067	1918-2321	27,849
3631	LIBRARIAN II FINE ARTS.....	Z	48.7	994-1203	1	49.7	1042-1261	2266-2743	32,912
3632	LIBRARIAN II.....	Z	48.7	994-1203	51	49.7	1042-1261	2266-2743	32,912
3633	LIBRARIAN II ASIAN ART.....	Z	48.7	994-1203	1	49.7	1042-1261	2266-2743	32,912
3634	LIBRARIAN III.....	Z	51.7	1147-1388	22	52.7	1203-1457	2617-3169	38,028
3638	CHIEF LIBRARIAN.....	Z	57.7	1528-1853	3	58.7	1603-1946	3487-4233	50,791
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	54.7	1323-1603	1	55.7	1388-1682	3019-3658	43,900
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	Z	54.7	1323-1603	1	55.7	1388-1682	3019-3658	43,900
3644	CITY ARCHIVIST.....	Z	49.2	1018-1232	0	50.2	1067-1291	2321-2808	33,695
3658	MEDICAL LIBRARIAN.....	Z	51.7	1147-1388	1	52.7	1203-1457	2617-3169	38,028
7416	BOOK REPAIRER.....		37.8	594- 717	3	38.8	622- 752	1353-1636	19,627
7418	SENIOR BOOK REPAIRER.....		43.3	769- 929	1	44.3	807- 975	1755-2121	25,448

NUMBER OF CLASSES THIS BENCHMARK..... 16
NUMBER OF POSITIONS THIS BENCHMARK..... 374

SAE750 4261 REAL PROPERTY APPRAISER.....

1984 85 SALARY SCHEDULE 47.1 APPROX $2001 - $2211 - $2422 MO.
$11.50 - $12.71 - $13.92 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	16	11.50	12.72	13.93		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
STATE OF CALIFORNIA	0	11.38	12.54	13.69	0.00	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	36	11.92	13.09	14.26	471.24	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	14	11.19	12.40	13.61	173.60	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
CONTRA COSTA COUNTY	21	12.53	13.88	15.23	291.48	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	10	11.99	13.21	14.43	132.10	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	20	11.63	13.09	14.54	261.80	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	45	12.00	13.25	14.50	596.25	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
TOTALS 7	146				1,926.47											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.20 HR. 2296 MO.
RATE RANGE 11.88 TO 14.52 HR. 2067 TO 2526 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 4261 REAL PROPERTY APPRAISER..... *

			1984-85			1985-86 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
3406	LAND USE AIDE	Z	44.2	803- 970	1	45.0	834-1008	1814-2192	26,309
3484	AGRICULTURAL DIVISION LAND AGENT	Z	47.4	934-1131	1	48.2	970-1174	2110-2553	30,641
4110	RENTAL PROPERTY SUPERVISOR	Z	54.0	1279-1550	1	54.8	1329-1611	2891-3504	42,047
4130	CONVENTION FACILITIES ASSISTANT MANAGER.	Z	51.6	1141-1381	1	52.4	1185-1436	2577-3123	37,480
4140	RIGHT-OF-WAY AGENT	Z	53.5	1249-1513	8	54.3	1298-1573	2823-3421	41,055
4142	SENIOR RIGHT-OF-WAY AGENT	Z	56.5	1443-1748	4	57.3	1499-1818	3260-3954	47,450
4143	PRINCIPAL RIGHT-OF-WAY-AGENT	Z	58.0	1550-1881	3	58.8	1611-1955	3504-4252	51,026
4160	REAL PROPERTY LOAN OFFICER	Z	53.5	1249-1513	2	54.3	1298-1573	2823-3421	41,055
4210	ASST CHIEF TECHNICAL AND ASSESMENT SERV.	Z	50.1	1062-1285	1	50.9	1104-1336	2401-2906	34,870
4212	CHIEF, TECHNICAL AND ASSESMENT SERVICES.	Z	54.1	1285-1558	1	54.9	1336-1618	2906-3519	42,230
4220	PERSONAL PROPERTY AUDITOR	Z	47.1	920-1114	26	47.9	956-1158	2079-2519	30,224
4222	SENIOR PERSONAL PROPERTY AUDITOR	Z	50.5	1083-1310	15	51.3	1125-1362	2447-2962	35,548
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR	Z	54.5	1310-1588	10	55.3	1362-1650	2962-3589	43,065
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR	Z	56.5	1443-1748	1	57.3	1499-1818	3260-3954	47,450
4226	CHIEF PERSONAL PROPERTY AUDITOR	Z	58.7	1603-1946	2	59.5	1666-2023	3624-4400	52,800
4256	CHIEF OF ASSESSMENT STANDARDS	Z	56.7	1457-1765	1	57.5	1513-1835	3291-3991	47,894
4260	REAL PROPERTY APPRAISER TRAINEE			744- 744	1		774- 774	1683-1683	20,201
*4261	REAL PROPERTY APPRAISER	Z	47.1	920-1114	16	47.9	956-1158	2079-2519	30,224
4265	SENIOR REAL PROPERTY APPRAISER	Z	50.5	1083-1310	15	51.3	1125-1362	2447-2962	35,548
4267	PRINCIPAL REAL PROPERTY APPRAISER	Z	54.5	1310-1588	5	55.3	1362-1650	2962-3589	43,065
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.	Z	56.5	1443-1748	1	57.3	1499-1818	3260-3954	47,450
4269	CHIEF APPRAISER	Z	58.7	1603-1946	1	59.5	1666-2023	3624-4400	52,800
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	54.5	1310-1588	1	55.3	1362-1650	2962-3589	43,065
5365	STREET ASSESSMENT COORDINATOR		51.1	1114-1349	1	51.9	1156-1404	2519-3047	36,566
9206	AIRPORT PROPERTY SPECIALIST I	Z	53.5	1249-1513	2	54.3	1298-1573	2823-3421	41,055
9207	AIRPORT PROPERTY SPECIALIST II	Z	56.5	1443-1748	3	57.3	1499-1818	3260-3954	47,450
9395	ASST RENTAL MANAGER, PORT OF SF		46.6	899-1088	3	47.4	934-1131	2031-2460	29,519
9396	COMMERCIAL PROPERTY MANAGER	Z	58.0	1550-1881	1	58.8	1611-1955	3504-4252	51,026

NUMBER OF CLASSES THIS BENCHMARK..... 70
NUMBER OF POSITIONS THIS BENCHMARK..... 128

SAE750 5204 ASSISTANT CIVIL ENGINEER.....

1984-85 SALARY SCHEDULE 50.6 APPROX $2366 - $2614 - $2862 MO.
$13.60 - $15.02 - $16.45 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	67	13.60	15.03	16.45		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	2476	14.37	15.06	15.18	37288.56	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	0	12.21	13.46	14.71	0.00	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	18	10.05	11.56	13.06	208.08	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	55	12.15	13.98	15.80	768.90	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	26	13.65	14.74	15.83	383.24	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	38	12.69	16.24	19.79	552.16	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	11	13.19	14.54	15.89	159.94	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	19	12.56	14.15	15.72	268.85	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	13	12.96	14.36	15.75	186.68	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	1	12.39	13.67	14.94	13.67	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
CITY OF CONCORD	9	14.24	15.78	17.31	142.02	40.0	11	Y	Y	12	Y	Y	13%	58	168	10-15-20-20
CITY OF DALY CITY	2	13.54	15.00	16.46	30.00	40.0	13	Y	Y	12	Y	N	7%	55	178	10-15-20-25
CITY OF FREMONT	1	13.02	14.43	15.83	14.43	40.0	11	Y	Y	12	Y	N	18%	59	171	12-15-21-21
CITY OF HAYWARD	1	12.95	14.35	15.74	14.35	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	11	15.43	16.23	17.03	178.53	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	21	14.13	15.65	17.17	328.65	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN MATEO	4	14.37	15.86	17.25	63.44	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SANTA CLARA	6	15.51	17.18	18.85	103.08	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	2	13.19	14.62	16.04	29.24	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST	21	15.39	16.26	17.13	341.46	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
TOTALS 20 2,731					41,075.28											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.04 HR. 2616 MO.
RATE RANGE 13.54 TO 16.54 HR. 2355 TO 2877 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
2480	SUPV OF LAB, WATER POLLUTION CONTROL....	Z	59.1	1634-1985	2	59.2	1642-1994	3571-4337	52,043
3535	RADIO ANNOUNCER - OPERATOR.....		40.7	681- 822	2	40.8	684- 826	1488-1797	21,559
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	54.0	1279-1550	4	54.1	1285-1558	2795-3389	40,664
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT...	Z	59.1	1634-1985	5	59.2	1642-1994	3571-4337	52,043
5133	ASSOC MGR,BUR OF WATER POLLUTION CONTROL	Z	60.6	1756-2135	2	60.7	1765-2145	3839-4665	55,985
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS....	Z	59.8	1690-2053	1	59.9	1698-2063	3693-4487	53,844
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	54.7	1323-1603	1	54.8	1329-1611	2891-3504	42,047
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	57.7	1528-1853	1	57.8	1535-1862	3339-4050	48,598
5156	DIVISION MANAGER, SUBURBAN OPERATIONS...	Z	61.2	1809-2199	1	61.3	1818-2209	3954-4805	57,655
5158	CITY DISTRIBUTION DIV, ASST MANAGER.....	Z	60.3	1731-2104	1	60.4	1740-2115	3785-4600	55,202
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	61.9	1871-2274	1	62.0	1881-2287	4091-4974	59,691
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	57.7	1528-1853	1	57.8	1535-1862	3339-4050	48,598
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	61.2	1809-2199	1	61.3	1818-2209	3954-4805	57,655
5174	ADMINISTRATIVE ENGINEER.....	Z	58.6	1596-1936	6	58.7	1603-1946	3487-4233	50,791
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	61.1	1800-2188	1	61.2	1809-2199	3935-4783	57,394
5177	SAFETY OFFICER.....	Z	54.1	1285-1558	2	54.2	1291-1565	2808-3404	40,847
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	61.2	1809-2199	1	61.3	1818-2209	3954-4805	57,655
5179	ASST SUPT, BUILDING INSPECTION ADM.....	Z	61.0	1791-2178	1	61.1	1800-2188	3915-4759	57,107
5183	DEPUTY SUPT, BUILDING INSPECTION.....	Z	63.6	2033-2472	1	63.7	2043-2483	4444-5401	64,806
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	65.6	2242-2726	1	65.7	2252-2737	4898-5953	71,436
5202	JUNIOR CIVIL ENGINEER.....	Z	47.6	943-1141	17	47.7	947-1147	2060-2496	29,937
*5204	ASSISTANT CIVIL ENGINEER.....	Z	50.6	1088-1316	67	50.7	1093-1323	2377-2878	34,530
5205	ASSOCIATE MATERIALS ENGINEER.....	Z	54.1	1285-1558	2	54.2	1291-1565	2808-3404	40,847
5206	ASSOCIATE CIVIL ENGINEER.....	Z	54.1	1285-1558	83	54.2	1291-1565	2808-3404	40,847
5208	CIVIL ENGINEER.....	Z	57.1	1484-1800	56	57.2	1491-1809	3241-3931	47,175
5209	INDUSTRIAL ENGINEER.....	Z	54.1	1285-1558	3	54.2	1291-1565	2808-3404	40,847
5210	SENIOR CIVIL ENGINEER.....	Z	59.6	1670-2033	27	59.7	1682-2041	3658-4434	53,222
5212	PRINCIPAL CIVIL ENGINEER.....	Z	62.8	1955-2377	9	62.9	1965-2388	4274-5194	62,327
5214	BUILDING PLANS ENGINEER.....	Z	59.1	1634-1985	1	59.2	1642-1994	3571-4337	52,043
5215	FIRE PROTECTION ENGINEER.....	Z	58.1	1558-1890	2	58.2	1566-1899	3406-4130	49,564
5216	CHIEF SURVEYOR.....	Z	56.0	1407-1706	2	56.1	1414-1714	3075-3726	44,716
5217	BUILDING CODE ANALYST.....	Z	58.6	1596-1936	3	58.7	1603-1946	3487-4233	50,791
5218	STRUCTURAL ENGINEER.....	Z	59.1	1634-1985	2	59.2	1642-1994	3571-4337	52,043
5219	SENIOR STRUCTURAL ENGINEER.....	Z	60.6	1756-2135	1	60.7	1765-2145	3839-4665	55,985
5220	JUNIOR WATER PURIFICATION ENGINEER.....	Z	47.6	943-1141	8	47.7	947-1147	2060-2496	29,937
5222	ASSISTANT WATER PURIFICATION ENGINEER...	Z	50.6	1088-1316	8	50.7	1093-1323	2377-2878	34,530
5224	ASSOCIATE WATER PURIFICATION ENGINEER...		54.1	1285-1558	1	54.2	1291-1565	2808-3404	40,847

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER *

			1984-85			1985-86 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
5228	ASSISTANT TRAFFIC ENGINEER	Z	50.6	1088-1316	5	50.7	1093-1323	2377-2878	34,530
5229	ASSOCIATE TRAFFIC ENGINEER	Z	54.1	1285-1558	6	54.2	1291-1565	2808-3404	40,847
5230	TRAFFIC ENGINEER	Z	57.1	1484-1800	3	57.2	1491-1809	3243-3935	47,215
5232	SENIOR TRAFFIC ENGINEER	Z	59.6	1674-2033	3	59.7	1682-2043	3658-4444	53,322
5233	PRINCIPAL TRAFFIC ENGINEER	Z	62.8	1955-2377	1	62.9	1965-2388	4274-5194	62,327
5234	JUNIOR ELECTRICAL ENGINEER	Z	47.6	943-1141	5	47.7	947-1147	2060-2495	29,937
5235	ASSISTANT ELECTRICAL ENGINEER	Z	50.6	1088-1316	12	50.7	1093-1323	2377-2878	34,530
5238	ASSOCIATE ELECTRICAL ENGINEER	Z	54.1	1285-1558	14	54.2	1291-1565	2808-3404	40,847
5240	ELECTRICAL ENGINEER	Z	57.1	1484-1800	12	57.2	1491-1809	3243-3935	47,215
5242	SENIOR ELECTRICAL ENGINEER	Z	59.6	1674-2033	7	59.7	1682-2043	3658-4444	53,322
5246	RADIO ENGINEER	Z	58.3	1573-1909	1	58.4	1580-1918	3437-4172	50,060
5247	ASSOCIATE SANITARY ENGINEER	Z	54.1	1285-1558	4	54.2	1291-1565	2808-3404	40,847
5248	SANITARY ENGINEER	Z	57.1	1484-1800	3	57.2	1491-1809	3243-3935	47,215
5249	SENIOR SANITARY ENGINEER	Z	59.6	1674-2033	3	59.7	1682-2043	3658-4444	53,322
5250	JUNIOR MECHANICAL ENGINEER	Z	47.6	943-1141	8	47.7	947-1147	2060-2495	29,937
5252	ASSISTANT MECHANICAL ENGINEER	Z	50.6	1088-1316	13	50.7	1093-1323	2377-2878	34,530
5254	ASSOCIATE MECHANICAL ENGINEER	Z	54.1	1285-1558	15	54.2	1291-1565	2808-3404	40,847
5256	MECHANICAL ENGINEER	Z	57.1	1484-1800	17	57.2	1491-1809	3243-3935	47,215
5258	SENIOR MECHANICAL ENGINEER	Z	59.6	1674-2033	5	59.7	1682-2043	3658-4444	53,322
5260	ARCHITECTURAL ASSISTANT I		47.0	916-1109	3	47.1	920-1114	2001-2423	29,075
5261	ARCHITECTURAL ASSISTANT II		49.0	1008-1220	9	49.1	1013-1226	2203-2667	31,999
5265	ARCHITECTURAL ASSOCIATE I	Z	51.0	1185-1342	8	51.1	1114-1349	2423-2934	35,209
5266	ARCHITECTURAL ASSOCIATE II	Z	54.0	1279-1550	8	54.1	1285-1558	2795-3389	40,664
5268	ARCHITECT	Z	55.6	1383-1674	16	55.7	1388-1682	3019-3658	43,900
5269	SCHOOL ARCHITECTURAL COORDINATOR	Z	56.6	1450-1756	1	56.7	1457-1765	3169-3839	46,067
5270	SENIOR ARCHITECT	Z	57.6	1520-1844	10	57.7	1528-1853	3323-4030	48,363
5272	ASSISTANT LANDSCAPE ARCHITECT	Z	50.6	1088-1316	5	50.7	1093-1323	2377-2878	34,530
5273	PRINCIPAL ARCHITECT	Z	59.6	1674-2033	4	59.7	1682-2043	3658-4444	53,322
5274	LANDSCAPE ARCHITECT	Z	52.6	1197-1450	1	52.7	1203-1457	2617-3169	38,028
5275	SENIOR LANDSCAPE ARCHITECT	Z	55.6	1383-1674	1	55.7	1388-1682	3019-3658	43,900
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM		48.6	989-1197	1	48.7	994-1203	2162-2617	31,398
5302	TRAFFIC SURVEY TECHNICIAN		46.4	891-1078	7	46.5	895-1083	1947-2356	28,266
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS		51.6	1141-1381	1	51.7	1147-1388	2495-3019	36,227
5304	MATERIALS TESTING AIDE		44.1	800- 966	7	44.2	803- 970	1747-2110	25,317
5305	MATERIALS TESTING TECHNICIAN		46.1	878-1062	5	46.2	882-1067	1918-2321	27,849
5320	ILLUSTRATOR AND ART DESIGNER	Z	49.6	1037-1255	4	49.7	1042-1261	2266-2743	32,912
5322	GRAPHIC ARTIST		44.1	800- 966	3	44.2	803- 970	1747-2110	25,317

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER..... *

			1984-85			1985-86 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
5328	CITY PLANNING GRAPHICS AIDE.....		48.6	989-1197	2	48.7	994-1203	2162-2617	31,398
5330	CITY PLANNING GRAPHICS SUPERVISOR.....		50.6	1088-1316	1	50.7	1093-1323	2377-2878	34,530
5342	MECHANICAL ENGINEERING ASSISTANT I.....		40.8	684- 826	1	40.9	688- 830	1496-1805	21,663
5344	MECHANICAL ENGINEERING ASSISTANT II.....		46.1	878-1062	9	46.2	882-1067	1918-2321	27,849
5346	MECHANICAL ENGINEERING ASSOCIATE I.....		48.6	989-1197	7	48.7	994-1203	2162-2617	31,398
5350	ELECTRICAL ENGINEERING ASSISTANT I.....		40.8	684- 826	2	40.9	688- 830	1496-1805	21,663
5352	ELECTRICAL ENGINEERING ASSISTANT II.....		46.1	878-1062	6	46.2	882-1067	1918-2321	27,849
5354	ELECTRICAL ENGINEERING ASSOCIATE I.....		48.6	989-1197	8	48.7	994-1203	2162-2617	31,398
5360	CIVIL ENGINEERING ASSISTANT I.....		40.8	684- 826	5	40.9	688- 830	1496-1805	21,663
5362	CIVIL ENGINEERING ASSISTANT II.....		46.1	878-1062	42	46.2	882-1067	1918-2321	27,849
5364	CIVIL ENGINEERING ASSOCIATE I.....		48.6	989-1197	36	48.7	994-1203	2162-2617	31,398
5366	ENGINEERING ASSOCIATE II.....		51.6	1141-1381	20	51.7	1147-1388	2495-3019	36,227
5380	STUDENT ENGINEERING TRAINEE I.....			738- 738	4		742- 742	1614 1614	19,366
5381	STUDENT ENGINEERING TRAINEE II.....			808- 808	0		812- 812	1766 1766	21,193
5382	STUDENT ENGINEERING TRAINEE III.....			862- 862	4		866- 866	1884 1884	22,603
5384	TECH INSTRUCT ASST, ELECTRONIC TECH.....		46.2	882-1067	2	46.3	887-1073	1929 2334	28,005
6230	STREET INSPECTOR.....		48.9	1003-1214	13	49.0	1008-1220	2192 2654	31,842
6231	SENIOR STREET INSPECTOR.....		51.9	1158-1401	7	52.0	1163-1407	2530-3060	36,723
6232	STREET INSPECTION SUPERVISOR.....		54.9	1336-1618	1	55.0	1342-1626	2919-3537	42,439
6262	PLAN CHECKER (ARCHITECTURAL).....		53.0	1220-1477	3	53.1	1226-1484	2667 3228	38,732
6266	SENIOR PLAN CHECKER.....	Z	57.2	1491-1809	2	57.3	1499-1818	3260-3954	47,450
6318	CONSTRUCTION INSPECTOR.....		54.1	1285-1558	54	54.2	1291-1565	2808 3404	40,847
6340	SCHOOL CONSTRUCTION COORDINATOR.....	Z	54.1	1285-1558	1	54.2	1291 1565	2808 3404	40,847
7134	WATER CONSTRUCTION AND MAINT SUPT.....		59.3	1650-2004	1	59.4	1658-2014	3606 4396	52,765
7367	RADIO TECHNICIAN.....		54.3	1298-1573	13	54.4	1304-1580	2836 3437	41,238
7368	SENIOR RADIO TECHNICIAN.....		56.3	1429-1731	2	56.4	1436-1740	3123 3785	45,414
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP..		45.1	838-1013	2	45.2	842 1018	1831 2211	26,530
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING		49.1	1013-1226	1	49.2	1018-1232	2214 2681	32,155
9173	SYSTEMS SAFETY INSPECTOR.....		55.2	1355-1642	4	55.3	1362-1650	2963 3589	43,065
9177	DIRECTOR OF SYSTEMS SAFETY.....		61.0	1791-2178	1	61.1	1800 2188	3915 4744	56,933
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY	Z	57.3	1499-1818	1	57.4	1506 1827	3276 3970	47,685
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER..			1655 1655	1		1663 1663	3617 3617	43,402
9197	SIGNAL AND SYSTEMS ENGINEER.....			1841-1841	1		1850 1850	4023 4023	48,276
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT..	Z	52.6	1197-1450	0	52.7	1203-1457	2617 3169	38,028
9366	ENGINEERING AIDE, PORT.....		47.8	952-1152	1	47.9	956 1158	2079 2517	30,204
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION...	Z	50.6	1088-1316	0	50.7	1093 1323	2377 2878	34,530
9379	CHIEF HARBOR ENGINEER.....	Z	63.8	2053-2496	1	63.9	2063 2507	4486 5451	65,411

NUMBER OF CLASSES THIS BENCHMARK 17
NUMBER OF POSITIONS THIS BENCHMARK 463

SAE750 5278 PLANNER II.....

1984-85 SALARY SCHEDULE 48.3 APPROX $2120 - $2343 - $2566 MO.
$12.18 - $13.46 - $14.75 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	12.19	13.47	14.75		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
STATE OF CALIFORNIA	0	11.38	12.54	13.69	0.00	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	4	11.98	13.16	14.34	52.64	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	4	11.90	13.18	14.46	52.72	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	7	11.58	12.77	13.95	89.39	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	6	11.54	12.99	14.43	77.94	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	0	11.88	13.12	14.36	0.00	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	0	11.79	12.89	13.99	0.00	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
CITY OF CONCORD	2	13.63	15.10	16.56	30.20	40.0	11	Y	Y	12	Y	Y	13%	58	168	10-15-20-20
CITY OF DALY CITY	1	12.42	13.76	15.10	13.76	40.0	13	Y	Y	12	Y	N	7%	55	178	10-15-20-25
CITY OF FREMONT	0	12.40	13.74	15.08	0.00	40.0	11	Y	Y	12	Y	N	18%	59	171	12-15-21-21
CITY OF HAYWARD	3	12.21	13.54	14.87	40.62	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	5	14.19	14.95	15.70	74.75	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	24	12.87	14.26	15.65	342.24	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN MATEO	4	13.72	15.04	16.36	60.16	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SUNNYVALE	3	13.80	15.29	16.77	45.87	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
METROPOLITAN TRANIST AUTH	19	13.44	14.32	15.20	272.08	37.5	11	Y	Y	12	Y	N	19%	87	166	12-17-25-25
TOTALS 16	82	.....			1,152.37											

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1817	COPY READER	Z	46.3	887-1073	1	47.2	925-1120	2012-2436	29,232
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING)	Z	62.0	1881-2287	1	62.9	1965-2388	4274-5194	62,327
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS	Z	62.0	1881-2287	1	62.9	1965-2388	4274-5194	62,327
5276	CITY PLANNING INTERN	Z	41.4	704- 850	0	42.3	735- 887	1599-1929	23,151
5277	PLANNER I	Z	44.3	807- 975	4	45.2	842-1018	1831-2214	26,570
*5278	PLANNER II	Z	48.3	975-1180	15	49.2	1018-1232	2214-2680	32,155
5279	SCHOOL FACILITIES NEEDS ANALYST	Z	55.3	1362-1650	1	56.2	1421-1723	3091-3748	44,970
5280	PLANNER III	Z	51.8	1152-1394	15	52.7	1203-1457	2617-3169	38,028
5281	PLANNER III, ADMINISTRATIVE	Z	51.8	1152-1394	2	52.7	1203-1457	2617-3169	38,028
5282	PLANNER IV	Z	55.3	1362-1650	3	56.2	1421-1723	3091-3748	44,970
5283	PLANNER V, URBAN DESIGN	Z	58.8	1611-1955	3	59.7	1682-2043	3658-4444	53,322
5284	ENVIRONMENTAL REVIEW OFFICER	Z	57.3	1499-1818	0	58.2	1565-1899	3404-4130	49,564
5287	TRANSIT PLANNER I	Z	44.3	807- 975	1	45.2	842-1018	1831-2214	26,570
5288	TRANSIT PLANNER II	Z	48.3	975-1180	4	49.2	1018-1232	2214-2680	32,155
5289	TRANSIT PLANNER III	Z	51.8	1152-1394	4	52.7	1203-1457	2617-3169	38,028
5290	TRANSIT PLANNER IV	Z	55.3	1362-1650	5	56.2	1421-1723	3091-3748	44,970
5291	PLANNER III, URBAN DESIGN	Z	51.8	1152-1394	0	52.7	1203-1457	2617-3169	38,028
5292	PLANNER III (ZONING)	Z	51.8	1152-1394	3	52.7	1203-1457	2617-3169	38,028
5293	PLANNER III, TRANSPORTATION	Z	51.8	1152-1394	1	52.7	1203-1457	2617-3169	38,028
5294	PLANNER IV (ZONING)	Z	55.3	1362-1650	3	56.2	1421-1723	3091-3748	44,970
5295	SCHOOL FACILITIES PLANNER	Z	57.8	1535-1862	2	58.7	1603-1946	3487-4233	50,791
5296	PLANNER IV, URBAN SYSTEMS ANALYST	Z	55.3	1362-1650	1	56.2	1421-1723	3091-3748	44,970
5297	PLANNER V (ZONING)	Z	58.8	1611-1955	3	59.7	1682-2043	3658-4444	53,322
5298	PLANNER III ENVIRONMENTAL REVIEW	Z	51.8	1152-1394	3	52.7	1203-1457	2617-3169	38,028
5299	PLANNER IV ENVIRONMENTAL REVIEW	Z	55.3	1362-1650	1	56.2	1421-1723	3091-3748	44,970
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT	Z		2211-2211	2		2311-2311	5026-5026	60,317
5406	SPECIAL ASST FOR PROGRAM COORDINATOR	Z		1633-1633	1		1706-1706	3711-3711	44,527
5408	COORDINATOR OF CITIZEN INVOLVEMENT	Z		1470-1470	2		1536-1536	3341-3341	40,090
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR	Z		1301-1301	1		1360-1360	2958-2958	35,496
5412	PLANNING COORDINATOR	Z		1478-1478	5		1545-1545	3360-3360	40,321
9189	DIRECTOR OF PLANNING, MUNI RAILWAY		61.4	1827-2221	1	62.3	1909-2319	4151-5044	49,526
9192	TRANSIT ENVIRONMENTAL COORDINATOR	Z		1817-1817	2		1899-1899	4130-4130	49,564
9397	PORT DEVELOPMENT CONSULTANT		59.3	1650-2004	0	60.2	1723-2094	3748-4554	54,651
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY	Z	48.3	975-1180	11	49.2	1018-1232	2214-2680	32,155
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	51.8	1152-1394	5	52.7	1203-1457	2617-3169	38,028
9411	CITIZEN PARTICIPATION REHAB MONITOR	Z	51.8	1152-1394	4	52.7	1203-1457	2617-3169	38,028
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY	Z	37.4	783- 704	1	38.3	608- 738	1317-1599	19,186

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
9770	COMMUNITY DEVELOPMENT ASSISTANT.....	Z	43.9	792- 956	1	44.8	826- 998	1797-2171	26,048
9772	COMMUNITY DEVELOPMENT SPECIALIST.....	Z	48.6	989-1197	4	49.5	1032-1249	2245-2717	32,599
9774	SR COMMUNITY DEVELOPMENT SPECIALIST I...	Z	51.6	1141-1381	1	52.5	1191-1443	2590-3139	37,662
9775	SR COMMUNITY DEVELOPMENT SPECIALIST II..	Z	55.1	1349-1634	4	56.0	1407-1706	3060-3711	44,527
9776	SUPV COMMUNITY DEVELOPMENT SPECIALIST...	Z	60.8	1773-1773	5	61.7	1853-2252	4030-4898	58,777

NUMBER OF CLASSES THIS BENCHMARK..... 42
NUMBER OF POSITIONS THIS BENCHMARK..... 127

SAE750 5310 SURVEYOR'S FIELD ASSISTANT.....

1984-85 SALARY SCHEDULE 47.8 APPROX $2070 - $2288 - $2505 MO.
$11.90 - $13.15 - $14.40 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	13	11.90	13.15	14.40		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
STATE OF CALIFORNIA	28	8.54	9.35	10.15	261.80	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	4	12.63	13.29	13.95	53.16	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	5	9.15	10.14	11.12	50.70	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	0	7.99	8.99	9.99	0.00	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SAN MATEO COUNTY	2	9.38	10.56	11.73	21.12	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
CITY OF OAKLAND	2	9.55	10.07	10.58	20.14	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	12	8.76	9.71	10.65	116.52	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN JOSE	15	10.49	11.62	12.75	174.30	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
EAST BAY MUNI. UTIL. DIST.	7	10.84	11.73	12.62	82.11	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
TOTALS 9	75				779.85											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.40 HR. 1809 MO.
RATE RANGE 9.36 TO 11.44 HR. 1628 TO 1990 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5310 SURVEYOR'S FIELD ASSISTANT.....*

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*5310	SURVEYOR'S FIELD ASSISTANT.....	47.8	952-1152	13	47.8	952-1152	2071 2506	30,067
5312	SURVEYOR.....	50.0	1057-1279	12	50.0	1057-1279	2299-2782	33,382
5314	SURVEY PARTY CHIEF.....	51.6	1141-1381	11	51.6	1141-1381	2482-3004	36,044

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 36

SAE750 7328 OPERATING ENGINEER, UNIVERSAL

1984-85 SALARY SCHEDULE 0.0 APPROX $1955 - $2523 - $3090 MO.
$11.23 - $14.50 - $17.76 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH VAC FAMILY	1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	34	14.34	15.85	17.35		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
ALAMEDA COUNTY	12	17.00	17.00	17.00	204.00	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	11	12.84	13.50	14.16	148.50	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	12	9.66	10.65	11.64	127.80	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	5	12.19	13.72	15.24	68.60	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	24	10.61	11.72	12.82	281.28	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	4	11.19	11.59	11.98	46.36	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
CITY OF FREMONT	9	9.51	10.54	11.57	94.86	40.0	11	Y	Y	12	Y	N	18%	59	171	12-15-21-21
CITY OF HAYWARD	3	9.27	10.05	10.82	30.15	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	10	12.69	13.37	14.05	133.70	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	12	10.34	11.45	12.56	137.40	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SANTA CLARA	6	11.41	12.62	13.83	75.72	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	7	11.31	12.58	13.85	88.06	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
TOTALS 12	103	....	....		1,232.43											
FLAT RATE TOTALS	12	...	...		204.00											
COMBINED TOTAL	115															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.97 HR. 2082 MO. *
* RATE RANGE 10.77 TO 13.17 HR. 1873 TO 2291 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 17.00 TO 17.00 HR. 2958 TO 2958 MO. *

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7328 OPERATING ENGINEER, UNIVERSAL *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985 86 RECOMMENDED RATES SCHEDULE NUMBER	1985 86 RECOMMENDED RATES BI-WEEKLY SALARY	1985 86 RECOMMENDED RATES APPROX. MO. SALARY	1985 86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7221	ASPHALT PLANT SUPERVISOR I.....	52.1	1169-1414	1	52.1	1169-1414	2543 3075	36,905
*7328	OPERATING ENGINEER, UNIVERSAL		899-1421	34		899 1421	1955-3091	37,088
7424	DRYER-MIXER OPERATOR.....	49.1	1013-1226	3	49.1	1013-1226	2203 2667	31,999
9331	PILEDRIVER ENGINE OPERATOR.....	52.1	1169-1414	3	52.1	1169-1414	2543-3075	36,905
9334	DECKHAND, TUGS AND DREDGES.....	46.5	895 1083	8	46.5	895-1083	1947 2356	28,266
9335	MARINE FIRE AND BOILER OPERATOR.....	46.5	895-1083	1	46.5	895-1083	1947-2356	28,266
9336	HEAD DREDGE LEVER OPERATOR.....	52.5	1191 1443	1	52.5	1191-1443	2590 3139	37,662
9337	DIESEL TUGBOAT OPERATOR.....	51.6	1141 1381	1	51.6	1141 1381	2482 3004	36,044
9340	DREDGING SUPERVISOR.....	54.0	1279 1550	1	54.0	1279-1550	2782 3371	40,455

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 53

SAE750 7334 STATIONARY ENGINEER.....

1984-85 SALARY SCHEDULE 48.8 APPROX $2170 - $2399 - $2627 MO.
$12.47 - $13.78 - $15.10 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	218	12.48	13.79	15.10		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	512	13.61	14.17	14.77	7255.04	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	49	15.37	15.37	15.37	753.13	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	60	11.85	12.83	13.81	769.80	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	31	12.30	13.34	14.37	413.54	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	49	16.26	16.26	16.26	796.74	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	12	12.33	12.96	13.59	155.52	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	2	11.45	11.99	12.53	23.98	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	23	12.55	13.29	14.03	305.67	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	10	11.18	12.34	13.50	123.40	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF HAYWARD	4	10.90	11.83	12.75	47.32	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	14	12.66	13.34	14.02	186.76	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SANTA CLARA	3	11.98	13.25	14.52	39.75	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
U. C. MEDICAL CENTER S.F.	3	15.11	15.11	15.11	45.33	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	31	14.14	15.54	16.94	481.74	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE LIVERMORE LAB.	82	13.83	14.93	16.03	1224.26	40.0	12	Y	Y	12	Y	Y	15%	136	184	15-15-21-24
TOTALS	784				11,026.78											
FLAT RATE TOTALS	101				1,595.20											
COMBINED TOTAL	885															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.06 HR. 2446 MO. *
RATE RANGE 12.65 TO 15.47 HR. 2201 TO 2691 MO.

* WEIGHTED AVERAGE OF THE FLAT RATES 15.79 TO 15.79 HR. 2747 TO 2747 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 13.02 TO 15.51 HR. 2265 TO 2698 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7334 STATIONARY ENGINEER.....*

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
5106	ASST TO DIR OF BUILDINGS AND GROUNDS, SF Z	54.8	1329-1611	1	55.3	1362 1650	2962-3589	43,065
5107	DIR OF BUILDINGS AND GROUNDS, SFUSD.....	60.6	1756-2135	1	61.1	1800-2188	3915-4759	57,107
5149	SUPT OF WATER TREATMENT FACILITIES..... Z	56.5	1443-1748	1	57.0	1477-1791	3212-3895	46,745
6235	HEAT AND VENTILATION INSPECTOR.....	54.2	1291-1565	0	54.7	1323-1603	2878-3487	41,838
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT..	56.5	1443-1748	10	57.0	1477-1791	3212-3895	46,745
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...	53.3	1237-1499	2	53.8	1267 1535	2756 3339	40,064
7205	CHIEF STATIONARY ENGINEER.....	53.5	1249-1513	15	54.0	1279-1550	2782 3371	40,455
7209	SCHOOL HEATING AND VENTILATION SUPV.....	56.5	1443-1748	1	57.0	1477-1791	3212-3895	46,745
7223	CABLE MACHINERY SUPERVISOR.....	55.1	1349-1634	1	55.6	1381 1674	3004 3641	43,691
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.	55.5	1375 1666	11	56.0	1407-1706	3060-3711	44,527
7262	MAINTENANCE PLANNER, SFUSD.....	54.8	1329-1611	3	55.3	1362-1650	2962-3589	43,065
7263	MAINTENANCE MANAGER, SFUSD.....	58.1	1558-1890	2	58.6	1596-1936	3471-4211	50,530
7321	ELEVATOR MECHANIC.....	52.3	1180-1429	0	52.8	1208 1463	2627 3182	38,184
7333	APPRENTICE STATIONARY ENGINEER.....		725-1148	4		743-1177	1616 2560	30,720
*7334	STATIONARY ENGINEER.....	48.8	998-1208	218	49.3	1022-1237	2223-2690	32,286
7335	SENIOR STATIONARY ENGINEER.....	51.3	1125-1362	39	51.8	1152-1394	2506-3032	36,383
7372	STATIONARY ENGINEER, SEWAGE PLANT.....	50.8	1099-1329	133	51.3	1125-1362	2447-2962	35,548
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT	53.3	1237-1499	37	53.8	1267-1535	2756-3339	40,064
7375	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		797-1263	25		817-1295	1777 2817	33,800
7420	BRIDGETENDER.....	44.1	800- 966	5	44.6	818- 989	1779-2151	25,813
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....	48.8	998 1208	9	49.3	1022-1237	2223-2690	32,286
9232	AIRPORT MECHANICAL MAINTENANCE SUPV.....	56.5	1443 1748	1	57.0	1477 1791	3212 3895	46,745

NUMBER OF CLASSES THIS BENCHMARK..... 22
NUMBER OF POSITIONS THIS BENCHMARK..... 519

SAE750 7344 CARPENTER.....

1984 85 SALARY SCHEDULE 51.7 APPROX $2494 - $2756 - $3018 MO.
$14.33 - $15.84 - $17.35 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MD EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	77	14.34	15.85	17.35		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	111	13.71	15.43	16.09	1712.73	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	464	19.28	19.28	19.28	8945.92	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	9	11.13	11.67	12.21	105.03	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	73	11.38	12.33	13.27	900.09	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	11	16.49	16.49	16.49	181.39	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	4	14.33	15.07	15.80	60.28	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	6	14.26	14.26	14.26	85.56	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	6	15.24	15.24	15.24	91.44	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF CONCORD	4	12.67	13.32	13.97	53.28	40.0	11	Y	Y	12	Y	Y	13%	58	168	10-15-20-20
CITY OF OAKLAND	8	12.89	13.59	14.29	108.72	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	6	12.56	13.92	15.27	83.52	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN MATEO	1	10.34	11.08	11.81	11.08	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SUNNYVALE	1	11.92	13.21	14.49	13.21	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	7	14.01	14.01	14.01	98.07	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
OAKLAND CITY SCHOOL DIST.	22	14.86	14.86	15.24	326.92	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	11	11.69	12.91	14.12	142.01	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	7	12.59	13.20	13.81	92.40	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE BERKELEY LAB.	6	9.91	12.73	15.55	76.38	40.0	11	Y	Y	12	Y	Y	15%	101	282	15-15-21-24
LAWRENCE LIVERMORE LAB.	17	13.83	14.93	16.03	253.81	40.0	12	Y	Y	12	Y	Y	15%	136	184	15-15-21-24
S. F. HOUSING AUTHORITY	18	17.58	17.58	17.58	316.44	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	17.78	17.78	18.31	17.78	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-20-30
TOTALS 21	281				3,957.24											
FLAT RATE TOTALS	512				9,718.82											
COMBINED TOTAL	793															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.08 HR. 2449 MO. *
* RATE RANGE 12.67 TO 15.49 HR. 2204 TO 2695 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 18.98 TO 18.98 HR. 3302 TO 3302 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 16.75 TO 17.74 HR. 2914 TO 3086 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CARPENTER AND RELATED *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV	Z	59.8	1690-2053	1	60.2	1723-2094	3748-4554	54,653
6270	HOUSING INSPECTOR	Z	54.8	1329-1611	21	55.2	1355-1642	2947-3571	42,856
6272	SENIOR HOUSING INSPECTOR	Z	56.3	1429-1731	4	56.7	1457-1765	3169-3839	46,067
6274	CHIEF HOUSING INSPECTOR	Z	58.5	1588-1927	1	58.9	1618-1965	3519-4274	51,287
6280	FIRE SAFETY INSPECTOR I		43.7	785- 947	4	44.1	800- 966	1740-2101	25,213
6281	FIRE SAFETY INSPECTOR II			1148-1148	5		1171-1171	2547-2547	30,563
6331	BUILDING INSPECTOR	Z	55.8	1394-1690	41	56.2	1421-1723	3091-3748	44,970
6333	SENIOR BUILDING INSPECTOR	Z	56.8	1463-1773	2	57.2	1491-1809	3243-3935	47,215
6334	CHIEF BUILDING INSPECTOR	Z	57.8	1535-1862	6	58.2	1565-1899	3404-4130	49,564
6336	PROPERTY REHABILITATION MANAGER	Z	58.8	1611-1955	1	59.2	1642-1994	3571-4337	52,043
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY	Z	57.6	1520-1844	1	58.0	1550-1881	3371-4091	49,094
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ	Z	58.6	1596-1936	1	59.0	1626-1975	3537-4296	51,548
7202	ASST PARK SUPT FOR STRUCTURAL MAINT	Z	58.0	1550-1881	1	58.4	1580-1918	3437-4172	50,060
7219	MAINTENANCE ESTIMATOR AND SCHEDULER		48.9	1003-1214	7	49.3	1022-1237	2223-2690	32,286
7226	CARPENTER SUPERVISOR I		54.9	1336-1618	10	55.3	1362-1650	2962-3589	43,065
7233	GLAZIER SUPERVISOR I		53.5	1249-1513	2	53.9	1273-1543	2769-3356	40,272
7236	LOCKSMITH SUPERVISOR I		53.5	1249-1513	2	53.9	1273-1543	2769-3356	40,272
7247	SHEET METAL WORKER SUPERVISOR II		57.7	1528-1853	1	58.1	1558-1890	3389-4111	49,329
7272	CARPENTER SUPERVISOR II		57.5	1513-1835	1	57.9	1543-1871	3356-4069	48,833
7320	PROPERTY STAGE HAND			11.92 HR	0		12.16 HR		
7326	GLAZIER		51.7	1147-1388	15	52.1	1169-1414	2543-3075	36,905
7342	LOCKSMITH		51.7	1147-1388	8	52.1	1169-1414	2543-3075	36,905
*7344	CARPENTER		51.7	1147-1388	77	52.1	1169-1414	2543-3075	36,905
7358	PATTERNMAKER		51.1	1114-1349	3	51.5	1136-1375	2471-2991	35,888
7361	PLASTERER		51.7	1147-1388	2	52.1	1169-1414	2543-3075	36,905
7371	STAGE CARPENTER			11.92 HR	0		12.16 HR		
7376	SHEET METAL WORKER		53.7	1261-1528	30	54.1	1285-1558	2795-3389	40,664
7378	TILE SETTER		49.8	1047-1267	3	50.2	1067-1293	2321-2808	33,695
7395	ORNAMENTAL IRON WORKER			989-1304	8		1009-1330	2195-2893	34,713
9330	PILE WORKER		52.7	1203-1457	20	53.1	1226-1484	2667-3228	38,732
9332	PILEDRIVER SUPERVISOR I		54.7	1323-1603	4	55.1	1349-1638	2934-3564	42,642
9342	ORNAMENTAL IRON WORKER SUPERVISOR I		52.3	1180-1429	1	52.7	1203-1457	2617-3169	38,028
9343	ROOFER		50.1	1062-1285	5	50.5	1083-1310	2356-2849	34,191
9344	ROOFER SUPERVISOR I		51.1	1114-1349	1	51.5	1136-1375	2471-2991	35,888
9345	SHEET METAL SUPERVISOR I		55.7	1358-1642	4	56.1	1414-1714	3075-3728	44,735

NUMBER OF CLASSES THIS BENCHMARK..... 31
NUMBER OF POSITIONS THIS BENCHMARK..... 291

SAE750 7345 ELECTRICIAN.....

1984-85 SALARY SCHEDULE 53.4 APPROX $2703 - $2989 - $3275 MO.
$15.53 - $17.18 - $18.82 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	91	15.54	17.19	18.83		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	496	15.90	16.08	16.44	7975.68	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	541	22.85	22.85	22.85	12361.85	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	9	11.64	12.21	12.78	109.89	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	157	11.85	12.83	13.81	2014.31	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	5	17.71	17.71	17.71	88.55	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	6	15.22	16.00	16.78	96.00	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	2	11.99	12.57	13.14	25.14	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	2	15.54	15.54	15.54	31.08	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	10	16.63	16.63	16.63	166.30	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	6	12.69	13.29	13.89	79.74	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
CITY OF CONCORD	2	12.67	13.30	13.97	26.60	40.0	11	Y	Y	12	Y	Y	13%	58	168	10-15-20-20
CITY OF HAYWARD	3	12.80	13.91	15.02	41.73	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	20	14.74	15.50	16.26	310.00	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	32	15.05	16.67	18.28	533.44	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN MATEO	1	11.55	12.37	13.18	12.37	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SUNNYVALE	0	0.00	0.00	0.00	0.00	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	11	14.57	14.57	14.57	160.27	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
OAKLAND CITY SCHOOL DIST.	10	14.98	15.37	15.76	153.70	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	8	12.62	14.16	15.50	113.28	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	17	14.14	15.54	16.94	264.18	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE BERKELEY LAB	6	9.91	12.73	15.55	76.38	40.0	11	Y	Y	12	Y	Y	15%	101	282	15-15-21-24
LAWRENCE LIVERMORE LAB.	36	14.53	15.69	16.84	564.84	40.0	12	Y	Y	12	Y	Y	15%	136	184	15-15-21-24
S. F. HOUSING AUTHORITY	6	20.57	20.57	20.57	123.42	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
BAY AREA RAPID TRANSIT	57	13.56	14.53	15.50	828.21	40.0	12	Y	Y	12	Y	N	11%	152	152	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	7	19.83	19.83	19.83	138.81	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-20-30

TOTALS 25	868	.....	13,225.49
FLAT RATE TOTALS	582	.....	13,070.28
COMBINED TOTAL	1,450		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.24 HR. 2651 MO. *
* RATE RANGE 13.72 TO 16.76 HR. 2387 TO 2916 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 22.46 TO 22.46 HR. 3908 TO 3908 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 17.22 TO 19.05 HR. 2996 TO 3314 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
6248	ELECTRICAL INSPECTOR	Z	56.1	1414-1714	20	56.3	1429-1731	3108-3765	45,179
6249	SENIOR ELECTRICAL INSPECTOR		57.1	1484-1800	1	57.3	1499-1818	3260-3954	47,450
6250	CHIEF ELECTRICAL INSPECTOR	Z	58.1	1558-1890	1	58.3	1573-1909	3421-4152	49,825
6252	LINE INSPECTOR		55.5	1375-1666	2	56.3	1429-1731	3108-3765	45,179
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY	Z	57.0	1477-1791	1	57.2	1491-1809	3243-3935	47,215
7128	POWER HOUSE SUPERINTENDENT	Z	53.5	1249-1513	1	53.7	1261-1528	2743-3323	39,881
7130	GEN SUPERINTENDENT, FACILITIES MAINT	Z		2218-2218	2		2240-2240	4872-4872	58,464
7131	ELEC MAINT AND CONSTRUCTION SUPT	Z	59.1	1634-1985	1	59.3	1650-2004	3589-4359	52,304
7132	TELECOMMUNICATIONS SUPERVISOR		56.3	1429-1731	2	56.5	1443-1748	3139-3802	45,623
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR		58.9	1618-1965	2	59.1	1634-1985	3554-4317	51,809
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I		56.9	1470-1782	7	57.1	1484-1800	3228-3915	46,980
7229	TRANSMISSION LINE SUPERVISOR I		55.9	1401-1698	2	56.1	1414-1714	3075-3728	44,735
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR		56.9	1470-1782	1	57.1	1484-1800	3228-3915	46,980
7235	TRANSIT POWER LINE SUPERVISOR I		55.9	1401-1698	7	56.1	1414-1714	3075-3728	44,735
7238	ELECTRICIAN SUPERVISOR I		55.9	1401-1698	11	56.1	1414-1714	3075-3728	44,735
7244	POWER PLANT SUPERVISOR I		51.5	1136-1375	3	51.7	1147-1388	2495-3019	36,227
7253	ELECTRICAL TRANSIT MECHANIC SUPV I		54.9	1336-1618	10	55.1	1349-1634	2934-3554	42,647
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I		55.9	1401-1698	2	56.1	1414-1714	3075-3728	44,735
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I		54.9	1336-1618	1	55.1	1349-1634	2934-3554	42,647
7257	COMMUNICATION LINE SUPERVISOR I		55.9	1401-1698	1	56.1	1414-1714	3075-3728	44,735
7273	COMMUNICATION LINE WORKER SUPV II		58.1	1558-1890	1	58.3	1573-1909	3421-4152	49,825
7274	TRANSIT POWER LINE WORKER SUPV II		58.1	1558-1890	1	58.3	1573-1909	3421-4152	49,825
7275	CABLE SPLICER SUPERVISOR I		58.1	1558-1890	1	58.3	1573-1909	3421-4152	49,825
7276	ELECTRICIAN SUPERVISOR II		58.1	1558-1890	2	58.3	1573-1909	3421-4152	49,825
7279	POWERHOUSE ELECTRICIAN SUPV II		58.1	1558-1890	1	58.3	1573-1909	3421-4152	49,825
7285	TRANSMISSION LINE WORKER SUPV II		58.1	1558-1890	1	58.3	1573-1909	3421-4152	49,825
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN		55.9	1401-1698	3	56.1	1414-1714	3075-3728	44,735
7288	SIGNAL SYSTEM MAINTENANCE SUPT		57.9	1543-1871	1	58.1	1558-1890	3389-4110	49,320
7308	CABLE SPLICER		55.9	1401-1698	4	56.1	1414-1714	3075-3728	44,735
7318	ELECTRONIC MAINTENANCE TECHNICIAN		54.3	1298-1573	83	54.5	1310-1586	2849-3454	41,443
7319	ELECTRIC MOTOR REPAIRER		50.2	1067-1291	12	50.4	1078-1304	2345-2834	34,038
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR		54.4	1304-1580	14	54.6	1316-1596	2862-3472	41,656
7338	ELECTRICAL LINE WORKER		53.4	1243-1506	42	53.6	1255-1520	2730-3306	39,672
*7345	ELECTRICIAN		53.4	1243-1506	91	53.6	1255-1520	2730-3306	39,672
7363	POWERHOUSE ELECTRICIAN		53.4	1243-1506	2	53.6	1255-1520	2730-3306	39,672
7364	POWERHOUSE OPERATOR		47.7	947-1147	12	47.9	956-1158	2079-2518	30,216
7365	SENIOR POWERHOUSE OPERATOR		50.2	1067-1291	9	50.4	1078-1304	2345-2834	34,038

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
7366	ELECTRONIC WATER CONTROL SYSTEM TECHNICIAN....	54.3	1298-1573	17	54.5	1310-1588	2849-3454	41,447
7377	STAGE ELECTRICIAN.....	50.8	1099-1329	3	51.0	1109-1342	2412-2919	35,026
7379	ELECTRICAL TRANSIT MECHANIC.....	50.2	1067-1291	147	50.4	1078-1304	2345-2836	34,034
7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV...	52.9	1214-1470	20	53.1	1226-1484	2667-3228	38,732
7404	ASSISTANT POWER HOUSE OPERATOR.....	43.0	758- 916	9	43.2	766- 925	1666-2012	24,143
7405	ELECTRICAL TRANSIT SERVICE WORKER.....	47.2	925-1120	68	47.4	934-1131	2031-2460	29,519
7406	ASST ELECTRONIC MAINTENANCE TECHNICIAN..	51.3	1125-1362	27	51.5	1136-1375	2471-2991	35,888
7432	ELECTRICAL LINE HELPER.....	50.4	1074-1304	4	50.6	1088-1316	2366-2862	34,348
7510	LIGHTING FIXTURE MAINTENANCE WORKER.....	41.2	697- 842	7	41.4	704- 850	1531-1849	22,185
9240	AIRPORT ELECTRICIAN.....	55.4	1368-1658	10	55.6	1381-1674	3004-3641	43,691
9241	AIRPORT ELECTRICIAN SUPERVISOR.....	56.4	1436-1740	1	56.6	1450-1756	3154-3819	45,832
9242	HEAD AIRPORT ELECTRICIAN.....	58.1	1558-1890	1	58.3	1573-1909	3421-4152	49,825

NUMBER OF CLASSES THIS BENCHMARK..... 49
NUMBER OF POSITIONS THIS BENCHMARK..... 672

SAE750 7346 PAINTER.....

1984-85 SALARY SCHEDULE 50.2 APPROX $2320 - $2564 - $2807 MO.
$13.33 - $14.73 - $16.13 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	74	13.34	14.74	16.14		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	99	13.68	13.82	16.08	1368.18	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	139	20.38	20.38	20.38	2832.82	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	8	11.13	11.67	12.21	93.36	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	91	11.38	12.13	13.27	1122.03	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	17	15.64	15.64	15.64	265.88	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	3	14.33	15.07	15.80	45.21	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	4	14.26	14.26	14.26	57.04	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	8	15.24	15.24	15.24	121.92	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF CONCORD	2	12.67	13.30	13.97	26.60	40.0	11	Y	Y	12	Y	Y	13%	58	168	10-15-20-20
CITY OF DALY CITY	1	10.30	11.42	12.52	11.42	40.0	13	Y	Y	12	Y	N	7%	55	178	10-15-20-25
CITY OF HAYWARD	1	11.11	12.07	13.02	12.07	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	10	12.82	13.51	14.20	135.10	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	9	12.56	13.92	15.27	125.28	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN MATEO	1	10.21	10.93	11.65	10.93	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SUNNYVALE	2	11.92	14.17	14.49	28.34	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	12	14.06	14.06	14.06	168.72	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
OAKLAND CITY SCHOOL DIST.	13	14.51	14.89	15.27	193.57	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F	6	11.69	12.30	14.12	73.80	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	7	12.59	13.20	13.81	92.40	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE BERKELEY LAB.	3	9.91	12.73	15.55	38.19	40.0	11	Y	Y	12	Y	Y	15%	101	282	15-15-21-24
LAWRENCE LIVERMORE LAB.	16	13.83	14.93	16.03	238.88	40.0	12	Y	Y	12	Y	Y	15%	136	184	15-15-21-24
S. F. HOUSING AUTHORITY	16	18.46	18.46	18.46	295.36	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
BAY AREA RAPID TRANSIT	7	13.56	14.53	15.50	101.71	40.0	12	Y	Y	12	Y	N	11%	152	152	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	29	18.09	18.09	18.09	524.61	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-20-30

TOTALS	24	279	3,717.07
FLAT RATE TOTALS		225	4,266.35
COMBINED TOTAL		504	

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.32 HR. 2317 MO. *
* RATE RANGE 11.99 TO 14.65 HR. 2086 TO 2549 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 18.96 TO 18.96 HR. 3299 TO 3299 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 15.10 TO 16.58 HR. 2627 TO 2884 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7346 PAINTER..... *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
7242	PAINTER SUPERVISOR I.....	50.2	1067-1291	10	50.7	1093-1323	2377-2878	34,530
7278	PAINTER SUPERVISOR II.....	54.9	1336-1618	1	55.4	1368-1658	2975-3606	43,274
*7346	PAINTER.....	50.2	1067-1291	74	50.7	1093-1323	2377-2878	34,530

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 85

SAE750 7347 PLUMBER.....

1984 65 SALARY SCHEDULE 54.0 APPROX $2781 - $3076 - $3371 MO.
$15.98 - $17.68 - $19.37 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	56	15.99	17.69	19.38		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	96	14.58	16.13	16.13	1548.48	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	195	24.17	24.17	24.17	4713.15	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	7	11.64	12.21	12.78	85.47	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	33	11.86	12.33	13.27	406.89	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	46	11.86	12.83	13.81	590.18	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	2	18.14	18.19	18.19	36.38	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	0	15.14	15.92	16.70	0.00	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	1	15.54	15.54	15.54	15.54	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	8	16.63	16.63	16.63	133.04	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF OAKLAND	3	15.51	15.40	16.19	46.20	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	2	13.45	14.90	16.35	29.80	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SUNNYVALE	1	11.90	13.21	14.49	13.21	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
OAKLAND CITY SCHOOL DIST.	6	15.63	16.05	16.46	96.30	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	10	12.82	14.04	15.50	140.40	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	10	14.14	15.54	16.94	155.40	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE BERKELEY LAB	4	9.91	12.73	15.55	50.92	40.0	11	Y	Y	12	Y	Y	15%	101	282	15-15-21-24
LAWRENCE LIVERMORE LAB	14	14.53	15.69	16.84	219.66	40.0	12	Y	Y	12	Y	Y	15%	136	184	15-15-21-24
S. F. HOUSING AUTHORITY	18	23.19	23.19	23.19	324.66	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	19.62	19.62	19.62	19.62	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-20-30
TOTALS 19	232				3,382.91											
FLAT RATE TOTALS	227				5,242.39											
COMBINED TOTAL	459															

" WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.58 HR. 2536 MO. "
" RATE RANGE 13.12 TO 16.04 HR. 2282 TO 2790 MO. "

" WEIGHTED AVERAGE OF THE FLAT RATES 23.72 TO 23.72 HR. 4127 TO 4127 MO. "

" COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 18.29 TO 19.79 HR. 3182 TO 3443 MO. "

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * PLUMBING AND RELATED *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
6236	BOILER INSPECTOR		56.4	1436-1740	1	56.8	1463-1773	3182-3856	46,275
6238	SENIOR BOILER INSPECTOR		57.4	1506-1827	1	57.8	1535-1862	3339-4050	48,598
6242	PLUMBING INSPECTOR	Z	56.4	1436-1740	12	56.8	1463-1773	3182-3856	46,275
6244	CHIEF PLUMBING INSPECTOR	Z	58.4	1580-1918	1	58.8	1611-1955	3504 4252	51,026
7213	PLUMBER SUPERVISOR I		56.4	1436-1740	4	56.8	1463-1773	3182-3856	46,275
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR		57.0	1477-1791	1	57.4	1506-1827	3276 3974	47,685
7239	PLUMBER SUPERVISOR II		57.9	1543-1871	2	58.3	1573-1909	3421-4152	49,825
7240	WATER METER SHOP SUPERVISOR I		51.6	1141-1381	1	52.0	1163-1407	2530 3060	36,723
7248	STEAMFITTER SUPERVISOR II		57.3	1499-1818	1	57.7	1528-1853	3323-4030	48,363
7250	UTILITY PLUMBER SUPERVISOR I		56.4	1436-1740	22	56.8	1463-1773	3182-3856	46,275
7284	UTILITY PLUMBER SUPERVISOR II		57.9	1543-1871	4	58.3	1573-1909	3421-4152	49,825
7323	FIRE DEPT WATER SYSTEM ASST SUPV		56.0	1407-1706	1	56.4	1436-1740	3123-3785	45,414
*7347	PLUMBER		54.0	1279-1550	56	54.4	1304-1580	2836-3437	41,238
7348	STEAMFITTER		54.0	1279-1550	14	54.4	1304-1580	2836-3437	41,238
7349	STEAMFITTER ASSISTANT SUPERVISOR		56.0	1407-1706	1	56.4	1436-1740	3123-3785	45,414
7353	WATER METER REPAIRER		49.6	1037-1255	6	50.0	1057-1279	2299-2782	33,382
7360	PIPE WELDER		54.0	1279-1550	4	54.4	1304-1580	2836-3437	41,238
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR		56.0	1407 1706	0	56.4	1436-1740	3123-3785	45,414
7388	UTILITY PLUMBER		54.0	1279-1550	46	54.4	1304-1580	2836-3437	41,238
7390	WELDER		49.6	1037-1255	10	50.0	1057 1279	2299 2782	33,382
7442	WATER METER REPAIR HELPER		42.8	752- 908	1	43.2	766 925	1666-2012	24,143
7449	SEWER SERVICE WORKER		52.8	1208-1463	12	53.2	1232 1491	2670 3233	38,815
7463	UTILITY PLUMBER APPRENTICE			930-1473	23		949 1502	2068 3267	39,202
9346	FUSION WELDER		53.3	1237 1499	2	53.7	1261 1528	2743 3323	39,881

NUMBER OF CLASSES THIS BENCHMARK 2
NUMBER OF POSITIONS THIS BENCHMARK 25

SAE750 7355 TRUCK DRIVER.....

1984-85 SALARY SCHEDULE 0.0 APPROX $2320 - $2633 - $2947 MO.
$13.33 - $15.13 - $16.93 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	159	13.34	14.01	14.68		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	1888	11.47	13.23	14.55	24978.24	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	134	14.84	14.84	14.84	1988.56	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	2	9.49	9.94	10.38	19.88	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	31	9.53	10.33	11.12	320.23	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	38	9.99	10.83	11.66	411.54	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	16	12.52	12.52	12.52	200.32	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
SAN MATEO COUNTY	17	10.40	11.70	13.00	198.90	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
CITY OF BERKELEY	1	9.39	9.72	10.05	9.72	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	5	12.36	12.36	12.36	61.80	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
OAKLAND CITY SCHOOL DIST.	11	11.19	11.19	11.19	123.09	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	10	11.34	12.19	13.03	121.90	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	13	10.88	11.99	13.09	155.87	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE BERKELEY LAB	10	8.59	10.81	13.02	108.10	40.0	11	Y	Y	12	Y	Y	15%	101	282	15-15-21-24
TOTALS	13	2,010			26,324.38											
FLAT RATE TOTALS		166			2,373.77											
COMBINED TOTAL		2,176														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.10 HR. 2279 MO. *
* RATE RANGE 11.79 TO 14.41 HR. 2051 TO 2507 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 14.30 TO 14.30 HR. 2488 TO 2488 MO. *

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * EQUIPMENT OPERATOR AND RELATED *

			1984-85			1985-86 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV....	Z	50.4	1078-1304	5	50.4	1078-1304	2345-2836	34,034
7110	MOBILE EQUIPMENT ASSISTANT SUPERVISOR...	Z	52.2	1174-1421	0	52.2	1174-1421	2553-3091	37,088
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR...	Z	51.4	1131-1368	2	51.4	1131-1368	2460-2975	35,705
7210	MOBILE EQUIPMENT SUPERVISOR.....	Z	54.2	1291-1565	0	54.2	1291-1565	2808-3404	40,847
7282	STREET REPAIR SUPERVISOR II.....		50.4	1078-1304	4	50.4	1078-1304	2345-2836	34,034
7312	CHAUFFEUR.....		33.9	496- 596	1	33.9	496- 596	1079-1296	15,556
*7355	TRUCK DRIVER.....			1067-1355	159		1067-1355	2321-2947	35,366
9360	CONSTRUCTION AND MAINT SUPV II, PORT....		54.3	1298-1573	1	54.3	1298-1573	2823-3421	41,055
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL.....	Z	57.4	1506-1827	1	57.4	1506-1827	3276-3974	47,685
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS..	Z	57.4	1506-1827	0	57.4	1506-1827	3276-3974	47,685
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV	Z	57.4	1506-1827	1	57.4	1506-1827	3276-3974	47,685
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR.	Z	58.4	1580-1918	1	58.4	1580-1918	3437-4172	50,060

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 175

SAE750 7381 AUTOMOTIVE MECHANIC.....

1984-85 SALARY SCHEDULE 0.0 APPROX $2810 - $2810 - $2810 MO.
$16.15 - $16.15 - $16.15 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	130	16.15	16.15	16.15		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	882	14.64	15.59	15.88	13750.38	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	7	10.37	10.88	11.38	76.16	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	18	10.91	11.83	12.74	212.94	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	13	11.38	12.33	13.27	160.29	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	66	11.85	12.83	13.81	872.44	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	5	15.10	15.10	15.10	75.50	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	11	13.73	14.44	15.14	158.84	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	2	11.91	12.49	13.07	24.98	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	3	13.31	13.31	13.31	39.93	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SAN MATEO COUNTY	4	12.07	13.59	15.09	54.36	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	14	11.23	12.40	13.56	173.60	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	12	11.46	11.84	12.22	142.08	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
CITY OF CONCORD	4	12.67	13.32	13.97	53.28	40.0	11	Y	Y	12	Y	Y	13%	58	168	10-15-20-20
CITY OF DALY CITY	5	10.30	11.42	12.52	57.10	40.0	13	Y	Y	12	Y	N	7%	55	178	10-15-20-25
CITY OF FREMONT	3	10.49	11.63	12.76	34.89	40.0	11	Y	Y	12	Y	N	18%	59	171	12-15-21-21
CITY OF HAYWARD	4	10.90	11.83	12.75	47.32	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	12	12.51	13.17	13.83	158.04	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF OAKLAND	13	13.50	14.17	14.84	170.04	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	29	12.36	13.72	15.05	397.88	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN MATEO	1	9.26	9.92	10.58	9.92	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SAN MATEO	4	10.35	11.09	11.82	44.36	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SANTA CLARA	6	11.68	12.92	14.17	77.52	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	9	11.71	12.98	14.24	116.82	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	7	14.01	14.01	14.01	98.07	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
U. C. BERKELEY	9	12.50	13.45	14.39	121.05	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
ALAMEDA-CONTRA COSTA TRANSIT	53	13.89	13.89	13.89	736.17	40.0	11	Y	Y	12	Y	Y	13%	137	137	10-15-20-30
ALAMEDA-CONTRA COSTA TRANSIT	50	14.04	14.04	14.04	702.00	40.0	11	Y	Y	12	Y	Y	13%	137	137	10-15-20-30
BAY AREA RAPID TRANSIT	19	13.36	14.53	15.50	276.07	40.0	12	Y	Y	12	Y	N	11%	152	152	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	42	15.02	15.02	15.02	630.84	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-20-30
SAN MATEO TRANIST DISTRICT	33	10.56	11.90	13.22	392.70	40.0	11	Y	N	0	Y	Y	8%	109	264	0- 0- 0- 0
SANTA CLARA TRANSIT DISTRICT	71	13.98	14.94	15.89	1060.74	40.0	11	Y	Y	12	Y	Y	6%	88	117	10-15-20-25
TOTALS	31	1,263			18,643.80											
FLAT RATE TOTALS		160			2,282.51											
COMBINED TOTAL		1,412														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.89 HR. 2590 MO. *
* RATE RANGE 13.40 TO 16.38 HR. 2331 TO 2850 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 14.27 TO 14.27 HR. 2482 TO 2482 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 13.50 TO 16.14 HR. 2349 TO 2808 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7381 AUTOMOTIVE MECHANIC *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
7123	MACHINE SHOP AND PARKING METER SUPT.....	Z	56.5	1443-1748	1	57.9	1543-1871	3356-4069	48,833
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....		55.1	1349-1634	3	55.1	1349-1634	2934-3554	42,647
7136	WATER SHOPS AND EQUIPMENT SUPT.....	Z	57.5	1513-1835	1	57.5	1513-1835	3291-3991	47,894
7150	CITY SHOPS GENERAL SUPERINTENDENT.....	Z	61.2	1809-2199	1	61.2	1809-2199	3935-4783	57,394
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR.	Z		1965-1965	1		1965-1965	4274-4274	51,287
7224	CAR AND AUTO PAINTER SUPERVISOR I.....			1470-1470	1		1470-1470	3197-3197	38,367
7225	TRANSIT PAINT SHOP SUPERVISOR I.....			1618-1618	1		1618-1618	3519-3519	42,230
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....			1782-1782	4		1782-1782	3876-3876	46,510
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.			1451-1451	1		1451-1451	3156-3156	37,871
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....			1618-1618	11		1618-1618	3519-3519	42,230
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....			1618-1618	6		1618-1618	3519-3519	42,230
7258	MAINTENANCE MACHINIST SUPERVISOR I.....		54.9	1336-1618	6	54.9	1336-1618	2906-3519	42,230
7264	AUTO BODY AND FENDER WORKER SUPV I.....			1618-1618	1		1618-1618	3519-3519	42,230
7277	CITY SHOPS ASST SUPERINTENDENT.....		56.8	1463-1773	1	56.8	1463-1773	3182-3856	46,275
7305	BLACKSMITH.....		45.6	858-1037	0	45.6	858-1037	1866-2255	27,066
7306	AUTOMOTIVE BODY AND FENDER WORKER.....			1310-1310	45		1310-1310	2849-2849	34,191
7309	CAR AND AUTO PAINTER.....			1310-1310	17		1310-1310	2849-2849	34,191
7313	AUTOMOTIVE MACHINIST.....			1310-1310	74		1310-1310	2849-2849	34,191
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....			1470-1470	2		1470-1470	3197-3197	38,367
7322	AUTO BODY AND FENDER WORKER ASST SUPV...			1470-1470	2		1470-1470	3197-3197	38,367
7325	GENERAL UTILITY MECHANIC.....			1382-1382	8		1382-1382	3006-3006	36,070
7330	SENIOR GENERAL UTILITY MECHANIC..... ...			1451-1451	1		1451-1451	3156-3156	37,871
7331	APPRENTICE MAINTENANCE MACHINIST.....			756-1251	1		756-1251	1644-2721	32,651
7332	MAINTENANCE MACHINIST.....		51.5	1136-1375	65	51.5	1136-1375	2471-2991	35,885
*7381	AUTOMOTIVE MECHANIC.....			1292-1292	130		1292-1292	2810-2810	33,720
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR			1470-1470	20		1470-1470	3197-3197	38,367
7387	UPHOLSTERER.....		45.9	870-1052	1	45.9	870-1052	1891-2286	27,457
7389	METALSMITH.....		49.1	1013-1226	5	49.1	1013-1226	2203-2667	31,999
7410	AUTOMOTIVE SERVICE WORKER.....		42.6	745- 899	132	42.6	745- 899	1620-1955	23,464
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....		44.6	818- 989	7	44.6	818- 989	1779-2151	25,813
7414	BLACKSMITH'S FINISHER.....		45.1	838-1013	2	45.1	838-1013	1823-2203	26,436
7434	MAINTENANCE MACHINIST HELPER.....		45.6	858-1037	5	45.6	858-1037	1866-2255	27,066
9102	TRANSIT CAR CLEANER.....		41.0	691- 834	78	41.0	691- 834	1503-1816	21,767
9104	TRANSIT CAR CLEANER ASST SUPERVISOR....		43.0	758- 916	5	43.0	758- 916	1649-1992	23,908
9106	TRANSIT CAR CLEANER SUPERVISOR I.....		44.0	796- 961	1	44.0	796- 961	1732-2090	25,082

NUMBER OF CLASSES THIS BENCHMARK 12
NUMBER OF POSITIONS THIS BENCHMARK 418

SAE750 7384 TYPEWRITER REPAIRER.....

1984-85 SALARY SCHEDULE 43.3 APPROX $1672 - $1846 - $2020 MO.
$9.61 - $10.61 - $11.61 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH VAC FAMILY	1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	4	9.61	10.61	11.61		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	137	10.73	10.73	10.84	1470.01	00.0	0			0			0%	0	0	0- 0- 0- 0
SANTA CLARA COUNTY	1	9.30	10.27	11.23	10.27	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
LOS ANGELES COUNTY	13	10.79	12.78	14.18	166.14	40.0	12	Y	Y	12	Y	N	6%	71	194	10-15-20-20
CITY OF LOS ANGELES	4	8.90	9.98	11.05	39.92	40.0	13	N	N	12	Y	N	17%	78	224	10-15-18-20
LOS ANGELES WATER AND POWER	4	15.03	15.03	15.03	60.12	40.0	12	Y	Y	10	Y	N	18%	211	211	10-15-20-20
SAN DIEGO UNIF SCHOOL DIST.	8	8.82	9.78	10.73	78.24	40.0	14	Y	N	12	Y	Y	12%	198	198	12-16-20-21
TOTALS 6	163	.....			1,764.58											
FLAT RATE TOTALS	4	.....			60.12											
COMBINED TOTAL	167															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.83 HR. 1884 MO. *
* RATE RANGE 9.75 TO 11.91 HR. 1696 TO 2072 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 15.03 TO 15.03 HR. 2615 TO 2615 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 9.87 TO 11.98 HR. 1717 TO 2084 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7384 TYPEWRITER REPAIRER..... *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	BUD POS	1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
7243	PARKING METER REPAIRER SUPERVISOR I.....	49.6	1037-1255	1	50.2	1067-1291	2321-2808	33,695
7383	SEWING MACHINE REPAIRER.....	45.1	838-1013	1	45.7	862-1042	1875-2266	27,196
*7384	TYPEWRITER REPAIRER.....	43.3	769- 929	4	43.9	792- 956	1723-2079	24,952
7385	SENIOR TYPEWRITER REPAIRER.....	45.1	838-1013	1	45.7	862-1042	1875-2266	27,196
7444	PARKING METER REPAIRER.....	47.1	920-1114	18	47.7	947-1147	2060-2495	29,937

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 25

7514 GENERAL LABORER.....

1984-85 SALARY SCHEDULE 44.4 APPROX $1761 - $1945 - $2129 MO.
$10.12 - $11.18 - $12.23 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH VAC FAMILY	1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	247	10.13	11.19	12.24		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	378	10.31	11.05	11.60	4176.90	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	284	15.31	15.31	15.31	4348.04	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	3	8.36	8.73	9.11	26.19	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	37	8.13	8.81	9.49	325.97	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	70	8.58	9.30	10.01	651.00	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	68	11.29	11.76	12.23	799.68	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	34	9.50	9.99	10.47	339.66	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	20	8.80	9.69	10.57	193.80	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	15	9.14	10.29	11.43	154.35	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	45	8.02	8.84	9.66	397.80	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
SANTA CLARA COUNTY	0	8.80	9.71	10.61	0.00	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	12	8.79	9.09	9.39	109.08	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
CITY OF CONCORD	10	8.74	9.70	10.63	97.00	40.0	11	Y	Y	12	Y	Y	13%	58	168	10-15-20-20
CITY OF DALY CITY	10	8.33	9.23	10.13	92.30	40.0	13	Y	Y	12	Y	N	7%	55	178	10-15-20-25
CITY OF HAYWARD	12	8.30	8.97	9.63	107.64	40.0	13	Y	Y	12	Y	N	15%	76	200	10-15-20-20
CITY OF OAKLAND	50	9.57	10.08	10.59	504.00	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	65	8.22	9.11	9.99	592.15	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN MATEO	10	8.46	9.06	9.66	90.60	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SUNNYVALE	28	9.30	10.31	11.31	288.68	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	36	11.30	11.30	11.30	406.80	40.0	13	Y	Y	12	Y	Y	16%	61	178	10-15-21-25
U. C. MEDICAL CENTER S.F.	7	9.26	10.18	11.10	71.26	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	9	9.11	10.00	10.88	90.00	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
LAWRENCE BERKELEY LAB.	7	7.09	9.41	11.73	65.87	40.0	11	Y	Y	12	Y	Y	15%	101	282	15-15-21-24
S. F. HOUSING AUTHORITY	85	13.70	13.70	13.70	1164.50	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	15	13.03	13.03	13.03	195.45	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-20-30

TOTALS	25	890	..... 9,173.93
FLAT RATE TOTALS		420	..... 6,114.79
COMBINED TOTAL		1,310	

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.31 HR. 1793 MO. *
* RATE RANGE 9.28 TO 11.34 HR. 1614 TO 1973 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 14.56 TO 14.56 HR. 2533 TO 2533 MO. *

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
3130	ARBORETUM DIRECTOR	Z	54.4	1304-1580	1	54.6	1316-1596	2862-3471	41,656
3310	STABLE ATTENDANT		42.4	738- 891	6	42.6	745- 899	1620-1955	23,464
3320	ANIMAL KEEPER		46.4	891-1078	32	46.6	899-1088	1955-2366	28,397
3321	SENIOR ANIMAL KEEPER		47.9	956-1158	4	48.1	966-1169	2101-2543	30,511
3322	ASSISTANT HEAD ANIMAL KEEPER		49.4	1027-1243	1	49.6	1037-1255	2255-2730	32,756
3324	HEAD ANIMAL KEEPER		50.9	1104-1336	1	51.1	1114-1349	2423-2934	35,209
3340	ZOO DIRECTOR	Z	62.4	1918-2332	1	62.6	1936-2354	4211-5120	61,439
3342	ZOOLOGIST	Z	53.2	1232-1491	1	53.4	1243-1506	2704-3276	39,307
3360	CURATOR OF ZOOLOGICAL EXHIBITS	Z	50.5	1083-1310	1	50.7	1093-1323	2377-2878	34,530
3402	FARMER	Z	46.4	891-1078	2	46.6	899-1088	1955-2366	28,397
3417	GARDENER		46.4	891-1078	405	46.6	899-1088	1955-2366	28,397
3418	GARDENER ASSISTANT SUPERVISOR		49.4	1027-1243	32	49.6	1037-1255	2255-2730	32,756
3419	MUNICIPAL STADIUM GROUNDKEEPER		49.4	1027-1243	2	49.6	1037-1255	2255-2730	32,756
3422	PARK SECTION SUPERVISOR		50.4	1078-1304	22	50.6	1088-1316	2366 2862	34,348
3424	INSECTICIDE SPRAY OPERATOR		49.4	1027-1243	4	49.6	1037-1255	2255 2730	32,756
3426	URBAN FORESTER	Z	52.4	1185-1436	1	52.6	1197-1450	2603-3154	37,845
3428	NURSERY SPECIALIST		49.4	1027-1243	8	49.6	1037-1255	2255-2730	32,756
3430	CHIEF NURSERY SPECIALIST	Z	52.4	1185-1436	2	52.6	1197-1450	2603-3154	37,845
3432	ASSISTANT DIRECTOR, ARBORETUM	Z	51.4	1131-1368	1	51.6	1141-1381	2482-3004	36,044
3434	TREE TOPPER		48.4	979-1185	21	48.6	989-1197	2151-2603	31,242
3436	TREE TOPPER SUPERVISOR I		51.9	1158-1401	5	52.1	1169-1414	2543-3075	36,905
3438	TREE TOPPER SUPERVISOR II	Z	54.4	1304-1580	1	54.6	1316-1596	2862 3471	41,656
3440	LANDSCAPING AND STREET PLANTING SUPV		54.7	1323-1603	2	54.9	1336-1618	2906 3519	42,230
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE	Z	51.4	1131-1368	0	51.6	1141-1381	2482 3004	36,044
3464	AREA SUPV, PARKS SQUARES AND FACILITIES	Z	52.4	1185 1436	6	52.6	1197-1450	2603 3154	37,845
3466	ASST SUPT, PARKS SQUARES AND FACILITIES	Z	55.9	1401-1698	3	56.1	1414 1714	3075 3728	44,735
3474	SCHOOL GROUNDS SUPERVISOR		50.4	1078 1304	1	50.6	1088-1316	2366 2862	34,348
7211	CEMENT FINISHER SUPERVISOR II		53.2	1232-1491	1	53.4	1243-1506	2704 3276	39,307
7215	GENERAL LABORER SUPERVISOR I		46.4	891 1078	66	46.6	899-1088	1955 2366	28,397
7220	ASPHALT FINISHER SUPERVISOR I		48.0	961 1163	6	48.2	970-1170	2110 2553	30,647
7227	CEMENT FINISHER SUPERVISOR I		50.2	1067-1291	3	50.4	1078 1304	2345 2836	34,034
7246	SEWER REPAIR SUPERVISOR II		56.1	1414-1714	3	56.3	1429-1731	3108-3765	45,179
7251	TRACK MAINTENANCE WORKER SUPERVISOR I		50.2	1067 1291	8	50.4	1078 1304	2345 2836	34,034
7259	WATER AND POWER MAINTENANCE SUPERVISOR I		47.4	934 1131	2	47.6	943 1141	2051 2482	29,780
7281	STREET CLEANING SUPERVISOR II		54.3	1298 1573	6	54.5	1310 1588	2849 3454	41,447
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY		51.4	1131 1368	2	51.6	1141 1381	2482 3004	36,044
7307	BRICKLAYER		53.4	1243 1506	6	53.6	1255 1520	2730 3306	39,671

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7311	CEMENT MASON	49.2	1018-1232	30	49.4	1027-1243	2234-2704	32,442
7317	GRANITE CUTTER	44.4	810- 979	1	44.6	818- 989	1779-2151	25,813
7370	RIGGER	46.6	899-1088	2	46.8	908-1099	1975-2390	28,684
7404	ASPHALT FINISHER	46.1	878-1062	16	46.3	887-1073	1929-2334	28,005
7428	HODCARRIER	49.1	1013-1226	9	49.3	1022-1237	2223-2690	32,286
7457	TRAFFIC AND STREET SIGN MAINT WORKER	45.4	850-1027	16	45.6	858-1037	1866-2255	27,066
7856	SWITCH REPAIRER	46.4	891-1078	5	46.6	899-1088	1955-2366	28,397
7907	ASPHALT WORKER	44.6	818- 989	15	44.8	826- 998	1797-2171	26,048
*7514	GENERAL LABORER	44.4	810- 979	247	44.6	818- 989	1779-2151	25,813
7610	STREET CLEANER	42.4	738- 891	129	42.6	745- 899	1620-1955	23,464
7640	TRACK MAINTENANCE WORKER	45.4	850-1027	35	45.6	858-1037	1866-2255	27,066
9916	PUBLIC SERVICE AIDE-PUBLIC WORKS		442- 442	10		446- 446	970- 970	11,641
9940	PUBLIC WORKS AIDE		5.29 HR	0		5.34 HR		

NUMBER OF CLASSES THIS BENCHMARK..... 50
NUMBER OF POSITIONS THIS BENCHMARK..... 1184

SAE750 8146 DISTRICT ATTORNEY'S INVESTIGATOR.....

1984-85 SALARY SCHEDULE 50.3 APPROX $2333 - $2578 - $2823 MO.
$13.41 - $14.81 - $16.22 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH VAC FAMILY	1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	31	13.41	14.82	16.23		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
STATE OF CALIFORNIA	33	15.50	17.10	18.69	564.30	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	38	13.98	15.70	17.42	596.60	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	6	14.20	15.73	17.26	94.38	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	5	12.38	13.66	14.93	68.30	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	7	13.38	15.05	16.72	105.35	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	26	13.60	15.07	16.54	421.96	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
TOTALS 6	117		.....		1,850.89											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.82 HR. 2752 MO. *
* RATE RANGE 14.24 TO 17.40 HR. 2477 TO 3027 MO. *

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * INVESTIGATIONS AND CODE ENFORCEMENT *
* (OTHER THAN CONSTRUCTION) *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
2580	CORONER'S INVESTIGATOR		48.0	961-1163	11	49.4	1027-1243	2234-2704	32,442
2806	DISEASE CONTROL INVESTIGATOR	Z	42.5	742- 895	21	43.9	792- 956	1723-2079	24,952
2808	SENIOR DISEASE CONTROL INVESTIGATOR	Z	44.0	796- 961	4	45.4	850-1027	1849-2234	26,805
4230	ESTATE INVESTIGATOR	Z	45.3	846-1022	3	46.7	903-1093	1964-2377	28,527
6102	RODENT CONTROL TECHNICIAN		40.5	674- 814	9	41.9	721- 870	1568-1892	22,707
6104	SENIOR RODENT CONTROL TECHNICIAN		42.5	742- 895	1	43.9	792- 956	1723-2079	24,952
6120	ENVIRONMENTAL HEALTH INSPECTOR	Z	50.8	1099-1329	26	52.2	1174-1421	2553-3091	37,088
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR	Z	52.8	1208-1463	26	54.2	1291-1565	2808-3404	40,847
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	Z	55.0	1342-1626	6	56.4	1436-1740	3123-3785	45,414
6126	DIR, BUR OF ENVIRONMENTAL HEALTH SERV	Z	60.5	1748-2124	1	61.9	1871-2274	4069-4946	59,351
6127	ASST DIR, BUR OF ENVIRON HEALTH SERV	Z	58.2	1565-1899	1	59.6	1674-2033	3641 4422	53,061
6216	SEWER SAFETY INSPECTOR		44.4	810- 979	1	45.8	866-1047	1884-2277	27,327
8124	INVESTIGATOR, OFFICE OF CITIZEN COMPLAIN	Z	50.3	1073-1298	7	51.7	1147-1388	2495 3019	36,227
8126	SR INVEST, OFFICE OF CITIZEN'S COMP		52.0	1163-1407	2	53.4	1243 1506	2704-3276	39,307
8128	DIRECTOR, OFFICE OF CITIZEN COMPLAINTS	Z	56.8	1463-1773	1	58.2	1565-1899	3404-4130	49,564
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY	Z	46.7	903-1093	1	48.1	966-1169	2101-2543	30,511
8140	RETIREMENT SYSTEM INVESTIGATOR		46.7	903-1093	3	48.1	966-1169	2101-2543	30,511
8142	PUBLIC DEFENDER'S INVESTIGATOR	Z	50.3	1073-1298	11	51.7	1147-1388	2495 3019	36,227
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR		52.0	1163-1407	1	53.4	1243 1506	2704 3276	39,307
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY	Z	56.8	1463-1773	1	58.2	1565 1899	3404 4130	49,564
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	54.6	1316-1596	1	56.0	1407 1706	3060 3711	44,527
*8146	DISTRICT ATTORNEY'S INVESTIGATOR		50.3	1073-1298	31	51.7	1147 1388	2495 3019	36,227
8147	SENIOR DISTRICT ATTORNEY'S INVESTIGATOR	Z	52.0	1163-1407	11	53.4	1243 1506	2704 3276	39,307
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR	Z	54.6	1316-1596	1	56.0	1407 1706	3060 3711	44,527
8149	ASST CHIEF DIST ATTORNEY'S INVESTIGATOR	Z	53.3	1237-1499	1	54.7	1323 1603	2878 3487	41,844
8150	CHIEF WELFARE FRAUD INVESTIGATOR	Z	58.1	1558-1890	1	59.5	1666 2023	3624 4400	52,806
8154	CONSUMER MEDIATION REPRESENTATIVE		43.0	758- 916	2	44.4	810- 979	1762 2129	25,552
8157	FAMILY SUPPORT INVESTIGATOR I	Z	44.1	800- 966	26	45.5	854 1032	1857 2246	26,935
8158	FAMILY SUPPORT INVESTIGATOR II	Z	47.2	925 1120	20	48.6	980 1186	2131 2601	31,241
8159	FAMILY SUPPORT INVESTIGATOR III	Z	50.8	1099-1329	9	52.2	1174 1421	2553 3091	37,088
8160	ASSISTANT CHIEF, FAMILY SUPPORT BUREAU	Z	53.8	1267-1535	2	55.2	1358 1644	2953 3571	42,854
8161	CHIEF, FAMILY SUPPORT BUREAU	Z	56.8	1463-1773	1	58.2	1565 1899	3404 4130	49,564
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	Z	53.2	1232-1491	5	54.6	1316 1596	2861 3471	41,654
8166	COMPENSATION CLAIMS SUPERVISOR	Z	56.6	1450-1756	2	58.0	1550 1881	3371 4091	49,098
9155	CLAIMS INVESTIGATOR		53.1	1226-1484	16	54.5	1310-1586	2849-3450	41,397
9156	SENIOR CLAIMS INVESTIGATOR		54.2	1291-1565	2	55.6	1381-1674	3004-3641	43,691
9157	CLAIMS ADJUSTER		54.2	1291-1565	5	55.6	1381-1674	3004-3641	43,691

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * INVESTIGATIONS AND CODE ENFORCEMENT (OTHER THAN CONSTRUCTION) *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
9158	ASSISTANT CLAIMS AGENT	Z	56.4	1436-1740	1	57.8	1535-1862	3339-4050	48,598
9159	GENERAL CLAIMS AGENT	Z	63.3	2004-2435	1	64.7	2145-2607	4665-5670	68,043

NUMBER OF CLASSES THIS BENCHMARK..... 39
NUMBER OF POSITIONS THIS BENCHMARK..... 275

SAE750 8176 TRIAL ATTORNEY - CIVIL AND CRIMINAL.....

1984 85 SALARY SCHEDULE 56.0 APPROX $3060 - $3385 - $3710 MO.
$17.58 - $19.45 - $21.32 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	61	17.59	19.46	21.33		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
PRIVATE BAY AREA	323	19.50	20.03	20.91	6469.69	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	7	17.73	19.58	21.43	137.06	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	18	17.26	19.13	21.00	344.34	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
MARIN COUNTY	4	15.20	15.95	16.70	63.80	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	12	15.90	17.89	19.88	214.68	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	19	14.63	16.21	17.78	307.99	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
SANTA CLARA COUNTY	6	14.63	16.21	17.78	97.26	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
SANTA CLARA COUNTY	0	14.63	16.21	17.78	0.00	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF BERKELEY	1	19.13	21.31	23.49	21.31	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
TOTALS	9	196			7,656.13											

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8176 TRIAL ATTORNEY - CIVIL AND CRIMINAL..... *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	52.5	1191-1443	18	52.7	1203-1457	2617 3169	38,028
*8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL.....	Z	56.0	1407-1706	61	56.2	1421-1723	3091 3748	44,970
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL.....	Z	59.5	1666-2023	53	59.7	1682 2043	3658 4444	53,322
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	63.5	2023-2459	73	63.7	2043 2483	4444-5401	64,806
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	65.5	2230-2711	11	65.7	2252-2737	4898-5953	71,436
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL.....	Z	65.0	2178-2647	38	65.2	2199-2672	4783 5812	69,739
8183	ASSISTANT CHIEF ATTORNEY II (CIVIL AND C	Z	66.0	2287-2779	5	66.2	2309-2806	5022-6103	73,237
8184	CHIEF ATTORNEY II.....	Z	68.2	2545-3093	5	68.4	2571-3126	5592-6799	81,589
8185	DIRECTOR, FAMILY SUPPORT BUREAU.....	Z	66.6	2354-2862	1	66.8	2377 2890	5170 6286	75,429
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	63.5	2023-2459	1	63.7	2043 2483	4444-5401	64,806
8190	ATTORNEY, TAX COLLECTOR.....	Z	63.5	2023-2459	1	63.7	2043 2483	4444-5401	64,806
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	65.0	2178-2647	1	65.2	2199 2672	4783 5812	69,739
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)...	Z	67.0	2401-2918	1	67.2	2424 2946	5272 6408	76,891

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 269

SAE750 8204 INSTITUTIONAL POLICE OFFICER.....

1984-85 SALARY SCHEDULE 42.7 APPROX $1626 - $1795 - $1964 MO.
$9.35 - $10.31 - $11.28 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	44	9.35	10.32	11.29		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
STATE OF CALIFORNIA	45	10.95	11.76	12.57	529.20	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	15	8.36	9.14	9.92	137.10	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
SANTA CLARA COUNTY	12	7.91	8.72	9.52	104.64	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
OAKLAND CITY SCHOOL DIST.	2	7.78	8.61	9.44	17.22	37.5	14	Y	Y	12	Y	Y	12%	57	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	14	11.10	12.22	13.34	171.08	40.0	11	Y	Y	12	Y	Y	16%	101	282	15-15-21-24
U. C. BERKELEY	43	11.10	12.22	13.34	525.46	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
TOTALS 6 130					1,484.70											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.33 HR. 1971 MO.
RATE RANGE 10.20 TO 12.46 HR. 1774 TO 2168 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8204 INSTITUTIONAL POLICE OFFICER *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
7270	WATERSHED KEEPER SUPERVISOR	44.0	796- 961	3	46.0	874-1057	1901-2299	27,588
7426	ELEVATOR OPERATOR	34.5	510- 614	4	36.5	560- 674	1218-1466	17,591
7470	WATERSHED KEEPER	42.7	748- 903	22	44.7	822- 994	1788-2162	25,943
7542	WATERSHED WORKER (SEASONAL AS NEEDED)		6.87 HR	0		7.56 HR		
8201	SCHOOL CROSSING GUARD		5.47 HR	0		6.02 HR		
8202	SECURITY GUARD	36.5	560- 674	65	38.5	614- 742	1335-1614	19,366
8203	SCHOOL PATROL AIDE	40.5	674- 814	1	42.5	742- 895	1614-1947	23,360
*8204	INSTITUTIONAL POLICE OFFICER	42.7	748- 903	44	44.7	822- 994	1788-2162	25,943
8205	INSTITUTIONAL POLICE SERGEANT	44.9	830-1003	9	46.9	912-1104	1984-2401	28,814
8206	INSTITUTIONAL POLICE CAPTAIN	48.9	1003-1214	2	50.9	1104-1336	2401-2906	34,870
8207	BUILDING AND GROUNDS PATROL OFFICER	40.5	674- 814	36	42.5	742- 895	1614-1947	23,360
8208	PARK PATROL OFFICER	40.5	674- 814	17	42.5	742- 895	1614-1947	23,360
8209	INSTITUTIONAL POLICE LIEUTENANT	46.9	912-1104	1	48.9	1003-1214	2182-2640	31,685
8210	HEAD PARK PATROL OFFICER	44.9	830-1003	2	46.9	912-1104	1984-2401	28,814
8221	SECURITY SERVICES MANAGER, PUC Z	56.6	1450-1756	1	58.6	1596-1936	3471-4211	50,530
8226	MUSEUM GUARD	40.5	674- 814	45	42.5	742- 895	1614-1947	23,360
8228	SENIOR MUSEUM GUARD	42.7	748- 903	2	44.7	822- 994	1788-2162	25,943
8230	CHIEF MUSEUM GUARD	44.9	830-1003	2	46.9	912-1104	1984-2401	28,814
8272	TECH INSTRUCT ASST, CAMPUS CONTROL	37.5	586- 707	1	39.5	644- 777	1401-1690	20,280
8280	ENVIRONMENTAL CONTROL OFFICER	41.5	707- 854	8	43.5	777- 938	1690-2040	24,482
8482	CRIME PREVENTION WORKER		657- 657	51		723- 723	1573-1573	18,870
8484	SUPERVISING CRIME PREVENTION WORKER		902- 902	9		992- 992	2158-2158	25,891
8488	DIRECTOR, CRIME PREVENTION PROGRAM		1194-1194	1		1313-1313	2856-2856	34,269
9918	PUBLIC SERVICE AIDE-SECURITY		532- 532	0		585- 585	1272-1272	15,269
9980	FIRE SAFETY TECHNICIAN		6.36 HR	0		7.00 HR		

NUMBER OF CLASSES THIS BENCHMARK: 25
NUMBER OF POSITIONS THIS BENCHMARK: 326

SAE750 8214 PARKING CONTROL OFFICER.....

1984 85 SALARY SCHEDULE 42.0 APPROX $1574 - $1737 - $1900 MO.
$9.05 - $9.98 - $10.92 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	186	9.05	9.99	10.93		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
CITY OF BERKELEY	12	8.38	8.66	8.93	103.92	40.0	15	Y	Y	12	Y	N	16%	64	186	10-15-20-25
CITY OF DALY CITY	3	7.48	8.29	9.10	24.87	40.0	13	Y	Y	12	Y	N	7%	55	178	10-15-20-25
CITY OF OAKLAND	20	8.28	9.02	9.75	180.40	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
CITY OF SAN JOSE	10	8.06	8.93	9.80	89.30	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
CITY OF SAN MATEO	0	8.12	8.91	9.69	0.00	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
CITY OF SAN MATEO	11	8.91	9.77	10.63	107.47	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-60
U. C. BERKELEY	5	7.31	7.93	8.55	39.65	40.0	10	Y	Y	12	Y	Y	15%	101	282	15-15-18-24
CITY OF LOS ANGELES	370	9.20	10.31	11.42	3814.70	40.0	13	N	N	12	Y	N	17%	78	224	10-15-18-20
CITY OF SAN DIEGO	50	7.26	8.00	8.73	400.00	40.0	9	Y	Y	17	N	N	3%	30	0	17- 0- 0- 0
TOTALS 9	481	.....			4,760.31											

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS *8214 PARKING CONTROL OFFICER.....*

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
7454	TRAFFIC SIGNAL OPERATOR.....	39.0	628- 758	5	39.0	628- 758	1366-1649	19,784
8213	POLICE SERVICES AIDE.....	47.6	943-1141	27	47.6	943-1141	2051-2482	29,780
*8214	PARKING CONTROL OFFICER.....	42.0	724- 874	186	42.0	724- 874	1575-1901	22,811
8274	POLICE CADET.....		598- 598	5		598- 598	1301-1301	15,608

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 223

8238 POLICE COMMUNICATIONS DISPATCHER.....

1984-85 SALARY SCHEDULE 42.9 APPROX $1642 - $1812 - $1983 MO.
$9.43 - $10.41 - $11.40 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	101	9.44	10.42	11.40		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
ALAMEDA COUNTY	43	9.87	10.43	11.38	448.49	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	44	9.56	10.59	11.62	465.96	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	12	9.61	10.15	11.08	121.80	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SANTA CLARA COUNTY	63	9.64	10.97	12.00	691.11	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
SANTA CLARA COUNTY	47	11.07	12.22	13.37	574.34	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF DALY CITY	13	9.32	10.32	11.33	134.16	40.0	13	Y	Y	12	Y	N	7%	55	178	10-15-20-25
CITY OF OAKLAND	54	10.18	10.71	11.24	578.34	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
TOTALS 7	276				3,014.20											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.92 HR. 1900 MO.
RATE RANGE 9.83 TO 12.01 HR. 1710 TO 2089 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8238 POLICE COMMUNICATIONS DISPATCHER..... *

		1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1706	TELEPHONE OPERATOR.....	36.1	549- 661	21	37.1	575- 694	1251-1509	18,113
1708	SENIOR TELEPHONE OPERATOR.....	38.1	602- 728	38	39.1	631- 762	1372-1657	19,888
1710	CHIEF TELEPHONE OPERATOR.....	41.1	694- 838	3	42.1	728- 878	1583-1910	22,916
8234	FIRE ALARM DISPATCHER.....	46.0	874-1057	5	47.0	916-1109	1992-2412	28,945
8236	CHIEF FIRE ALARM DISPATCHER.....	49.5	1032-1249	0	50.5	1083-1310	2356-2849	34,191
*8238	POLICE COMMUNICATIONS DISPATCHER.....	42.9	755- 912	101	43.9	792- 956	1723-2079	24,952
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER.	45.9	870-1052	2	46.9	912-1104	1984-2401	28,814
9202	AIRPORT COMMUNICATIONS OPERATOR.....	41.9	721- 870	20	42.9	755- 912	1642-1984	23,803
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION.	43.9	792- 956	7	44.9	830-1003	1805-2182	26,178
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....	48.6	989-1197	1	49.6	1037-1255	2255-2730	32,756
9205	AIRPORT COMMUNICATIONS COORDINATOR..... Z	52.6	1197-1450	1	53.6	1255-1520	2730-3306	39,672

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 199

DATA 8260 CRIMINALIST.....

1982 05 SALARY SCHEDULE 52.5 APPROX $2590 - $2864 - $3138 MO.
$14.88 - $16.46 - $18.03 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	7	14.89	16.47	18.04		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
ALAMEDA COUNTY	2	14.70	16.19	17.67	32.38	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
ALAMEDA COUNTY	5	16.12	17.78	19.43	88.90	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	0	13.94	15.45	16.95	0.00	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
CONTRA COSTA COUNTY	10	14.30	15.84	17.38	158.40	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	3	14.83	16.67	18.54	50.01	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	0	13.56	14.99	16.42	0.00	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
SANTA CLARA COUNTY	5	15.65	17.30	18.94	86.50	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
CITY OF OAKLAND	3	17.15	18.06	18.97	54.18	37.5	14	Y	Y	12	Y	N	18%	63	182	10-15-18-25
TOTALS 8	28				470.37											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 16.80 HR. 2923 MO.
RATE RANGE 15.12 TO 18.48 HR. 2630 TO 3215 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8260 CRIMINALIST. *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8249	FINGERPRINT TECHNICIAN I.		42.3	735- 887	0	42.8	752- 908	1636-1975	23,699
8250	FINGERPRINT TECHNICIAN II.		43.7	785- 947	26	44.2	803- 970	1747 2110	25,317
8251	FINGERPRINT TECHNICIAN III.		45.2	842-1018	6	45.7	862 1042	1875-2266	27,196
*8260	CRIMINALIST.	Z	52.5	1191 1443	7	53.0	1220-1477	2654-3212	38,550
8262	SENIOR CRIMINALIST.	Z	57.5	1513-1835	2	58.0	1550-1881	3371-4091	49,094

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 41

8378W 8304 DEPUTY SHERIFF.....

1984-85 SALARY SCHEDULE 47.3 APPROX $2020 - $2233 - $2446 MO.
$11.61 - $12.83 - $14.06 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	242	11.61	12.84	14.06		40.0	13	N	N	13	N	Y	18%	76	76	10-15-20-21
STATE OF CALIFORNIA	548	10.95	11.76	12.57	6444.48	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	466	11.68	12.93	14.18	6025.38	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	306	12.27	13.54	14.91	4158.54	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
CONTRA COSTA COUNTY	62	11.03	12.21	13.39	757.02	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
SAN MATEO COUNTY	148	11.70	13.17	14.63	1949.16	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	568	11.75	13.02	14.28	7330.26	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
SANTA CLARA COUNTY	132	12.34	13.67	14.99	1804.44	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
TOTALS 7	2,128				28,469.28											

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8304 DEPUTY SHERIFF..... *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED SCHEDULE NUMBER	1985-86 RECOMMENDED BI-WEEKLY SALARY	1985-86 RECOMMENDED APPROX. MO. SALARY	1985-86 RECOMMENDED APPROX. MAX. ANNUAL EQUIV.
8217	STATION OFFICER.....		47.3	929-1125	4	47.3	929-1125	2021-2447	29,363
8222	HOUSING AUTHORITY POLICE OFFICER.....		46.7	903-1093	20	46.7	903-1093	1964-2377	28,527
8223	HOUSING AUTHORITY POLICE SERGEANT.....		50.7	1093-1323	4	50.7	1093-1323	2377-2878	34,530
8224	HOUSING AUTHORITY POLICE LIEUTENANT.....		54.7	1323-1603	1	54.7	1323-1603	2878-3487	41,838
8301	SHERIFF'S PROPERTY KEEPER.....		42.0	724- 874	0	42.0	724- 874	1575-1901	22,811
8303	SHERIFF'S CIVIL PROCESS ASSISTANT.....		43.0	758- 916	1	43.0	758- 916	1649-1992	23,908
*8304	DEPUTY SHERIFF.....		47.3	929-1125	242	47.3	929-1125	2021-2447	29,363
8306	SENIOR DEPUTY SHERIFF.....		49.4	1027-1243	82	49.4	1027-1243	2234-2704	32,442
8308	SHERIFF'S SERGEANT.....		51.4	1131-1368	27	51.4	1131-1368	2460-2975	35,705
8310	SHERIFF'S LIEUTENANT.....		54.2	1291-1565	15	54.2	1291-1565	2808-3404	40,847
8312	SHERIFF'S CAPTAIN.....	Z	57.0	1477-1791	3	57.0	1477-1791	3212-3895	46,745
8314	CHIEF DEPUTY SHERIFF.....	Z	59.0	1626-1975	3	59.0	1626-1975	3537-4296	51,548
8315	ASSISTANT SHERIFF.....		61.0	1791-2178	1	61.0	1791 2178	3895-4737	56,846
9210	AIRPORT POLICE OFFICER.....		48.3	975-1180	132	48.3	975-1180	2121-2567	30,798
9211	AIRPORT POLICE SERGEANT.....		51.4	1131-1368	18	51.4	1131-1368	2460-2975	35,705
9215	AIRPORT POLICE LIEUTENANT.....		54.2	1291-1565	8	54.2	1291-1565	2808-3404	40,847
9216	AIRPORT POLICE CAPTAIN.....		57.0	1477-1791	4	57.0	1477-1791	3212 3895	46,745
9218	CHIEF, BUREAU OF AIRPORT SECURITY.....	Z		2112-2112	1		2112-2112	4594-4594	55,123
9350	HARBOR POLICE OFFICER.....		48.3	975-1180	4	48.3	975-1180	2121-2567	30,798

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 570

JAE750 8320 COUNSELOR-JUVENILE HALL.....

1984-85 SALARY SCHEDULE 43.5 APPROX $1689 - $1865 - $2040 MO.
$9.71 - $10.71 - $11.72 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	45	9.71	10.72	11.73		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
STATE OF CALIFORNIA	0	11.46	12.63	13.80	0.00	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
ALAMEDA COUNTY	74	9.57	10.60	11.63	784.40	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	7	9.68	10.73	11.77	75.11	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	5	10.77	11.94	13.10	59.70	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	22	9.55	10.75	11.94	236.50	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	5	9.29	10.29	11.29	51.45	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
TOTALS	0	113		.....	1,207.16											

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1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8320 COUNSELOR-JUVENILE HALL.....*

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 APPROX. MO. SALARY	1985-86 APPROX. MAX. ANNUAL EQUIV.
8316	ASSISTANT COUNSELOR.....		38.2	605- 731	16	38.2	605- 731	1316-1590	19,079
8318	COUNSELOR II.....		45.5	854-1032	9	45.5	854-1032	1857-2245	26,935
*8320	COUNSELOR-JUVENILE HALL.....		43.5	777- 938	45	43.5	777- 938	1690-2040	24,482
8321	COUNSELOR-BOYS' RANCH SCHOOL.....		45.0	834-1008	14	45.0	834-1008	1814-2192	26,309
8322	SENIOR COUNSELOR-JUVENILE HALL.....		47.5	938-1136	9	47.5	938-1136	2040 2471	29,650
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL...		47.8	952-1152	1	47.8	952-1152	2071-2506	30,067
8324	SUPERVISING COUNSELOR, (JUVENILE COURT).		49.8	1047-1267	3	49.8	1047 1267	2277-2756	33,069
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	51.5	1136-1375	2	51.5	1136 1375	2471-2991	35,888
8330	DIRECTOR, BOYS' RANCH SCHOOL.....	Z	53.7	1261-1528	1	53.7	1261 1528	2743 3323	39,881
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	51.5	1136-1375	1	51.5	1136-1375	2471 2991	35,888
8344	DIRECTOR OF JUVENILE HALL.....	Z	56.7	1457-1765	1	56.7	1457 1765	3169-3839	46,067

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 102

SWE75L

8440 PROBATION OFFICER.....

1984-85 SALARY SCHEDULE 48.0 APPROX $2090 - $2309 - $2529 MO.
$12.01 - $13.27 - $14.53 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	89	12.01	13.28	14.54		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
STATE OF CALIFORNIA	77	13.80	15.22	16.63	1171.94	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
STATE OF CALIFORNIA	24	13.80	15.22	16.63	365.28	40.0	13	Y	Y	12	Y	Y	18%	86	209	11-15-20-21
U. S. GOVERNMENT	5	10.05	11.56	13.06	57.80	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	0	12.15	13.98	15.80	0.00	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
U. S. GOVERNMENT	26	14.57	16.79	19.00	436.54	40.0	11	Y	N	13	Y	N	12%	65	110	13-18-26-26
ALAMEDA COUNTY	180	11.40	12.70	13.96	2286.00	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	8	11.84	13.12	14.39	104.96	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
CONTRA COSTA COUNTY	109	11.54	12.79	14.04	1394.11	40.0	14	Y	Y	12	Y	Y	7%	65	149	15-15-20-35
MARIN COUNTY	29	10.77	11.94	13.10	346.26	40.0	15	Y	N	12	Y	N	16%	76	176	10-15-20-30
SAN MATEO COUNTY	14	11.86	13.33	14.82	186.62	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SAN MATEO COUNTY	107	12.54	14.11	15.68	1509.77	40.0	12	Y	Y	12	Y	Y	17%	53	139	13-16-21-24
SANTA CLARA COUNTY	0	11.86	13.14	14.42	0.00	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
SANTA CLARA COUNTY	208	13.08	14.49	15.90	3013.92	40.0	12	Y	N	12	Y	Y	17%	133	164	12-16-20-22
TOTALS 13	787				10,873.20											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.82 HR. 2404 MO.
RATE RANGE 12.44 TO 15.20 HR. 2164 TO 2644 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8440 PROBATION OFFICER.....*

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
8407	TRAFFIC HEARING OFFICER, JUVENILE COURT.	Z	54.0	1279-1550	1	54.9	1336-1618	2906-3519	42,230
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	52.0	1163-1407	10	52.9	1214-1470	2640-3197	38,367
8419	PRISONER SERVICES COUNSELOR.....		48.5	984-1191	17	49.4	1027-1243	2234 2704	32,442
8420	REHABILITATION SERVICES COORDINATOR.....	Z	50.5	1083-1310	2	51.4	1131-1368	2460-2975	35,705
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....	Z	41.2	697- 842	0	42.1	728- 878	1583-1910	22,916
8423	NEIGHBORHOOD COORDINATOR.....	Z	45.2	842-1018	0	46.1	878-1062	1910-2310	27,718
8424	SENIOR NEIGHBORHOOD COORDINATOR.....	Z	50.0	1057-1279	0	50.9	1104-1336	2401-2906	34,870
8425	PROJECT COORDINATOR, SAFE.....	Z	52.0	1163-1407	0	52.9	1214-1470	2640 3197	38,367
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	52.0	1163-1407	8	52.9	1214-1470	2640-3197	38,367
*8440	PROBATION OFFICER.....		48.0	961-1163	89	48.9	1003-1214	2182 2640	31,685
8442	SENIOR PROBATION OFFICER.....		50.0	1057-1279	53	50.9	1104-1336	2401-2906	34,870
8446	COURT ALTERNATIVE SPECIALIST I.....		45.0	834-1008	3	45.9	870-1052	1892 2288	27,457
8448	COURT ALTERNATIVE SPECIALIST II.....		49.0	1008-1220	4	49.9	1052-1273	2288 2769	33,225
8450	CRIMINAL JUSTICE SPECIALIST I.....	Z	45.2	842-1018	1	46.1	878-1062	1910 2310	27,718
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	51.6	1141-1381	5	52.5	1191-1443	2590-3139	37,662
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	54.9	1336-1618	2	55.8	1394-1690	3032-3676	44,109
8464	ASST SECRETARY, COUNTY PAROLE COMM.....		45.2	842-1018	1	46.1	878-1062	1910 2310	27,718
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	57.8	1535-1862	1	58.7	1603-1946	3487 4233	50,793

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK.... 197

JAE750 9220 AIRPORT OPERATIONS SUPERVISOR.....

1984-85 SALARY SCHEDULE 54.1 APPROX $2794 - $3091 - $3388 MO.
$16.06 - $17.76 - $19.47 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	9	16.06	17.77	19.48		40.0	14	N	N	13	N	Y	18%	76	76	10-15-20-20
CITY OF SAN JOSE	3	16.03	17.76	19.49	53.28	40.0	11	Y	Y	12	Y	N	14%	55	151	10-15-21-21
PORT OF OAKLAND	6	15.47	16.39	17.30	98.34	37.5	14	Y	Y	12	Y	N	18%	183	183	10-12-18-25
ORANGE COUNTY	1	16.05	18.55	21.04	18.55	40.0	11	Y	Y	12	Y	N	14%	131	244	10-15-20-20
CITY OF LOS ANGELES	0	14.82	16.62	18.41	0.00	40.0	13	N	N	12	Y	N	17%	78	224	10-15-18-20
CITY OF LOS ANGELES	11	16.60	18.62	20.63	204.82	40.0	13	N	N	12	Y	N	17%	78	224	10-15-18-20
TOTALS 5	21				374.99											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 17.86 HR. 3107 MO.
RATE RANGE 16.07 TO 19.65 HR. 2796 TO 3419 MO.

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 9220 AIRPORT OPERATIONS SUPERVISOR *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
5267	ASST AIRPORT NOISE ABATEMENT OFFICER....	Z	55.9	1401-1698	1	56.0	1407-1706	3060-3711	44,527
5285	AIRPORT NOISE ABATEMENT OFFICER.....	Z	58.3	1573-1909	1	58.4	1580-1918	3437-4172	50,060
9212	AIRFIELD SAFETY OFFICER.....		49.4	1027-1243	16	49.5	1032-1249	2245-2717	32,599
9213	SENIOR AIRFIELD SAFETY OFFICER.....		51.4	1131-1368	9	51.5	1136-1375	2471-2991	35,888
*9220	AIRPORT OPERATIONS SUPERVISOR.....		54.1	1285-1558	9	54.2	1291-1565	2808-3404	40,847
9222	AIRPORT OPERATIONS COORDINATOR.....	Z	56.6	1450-1756	6	56.7	1457-1765	3169-3839	46,067
9226	AIRPORT OPERATIONS SUPERINTENDENT.....	Z	59.1	1634-1985	2	59.2	1642-1994	3571-4337	52,043
9248	AIRPORT FACILITIES SERVICES MANAGER....	Z	54.9	1336-1618	0	55.0	1342-1626	2919-3537	42,439
9250	AIRPORT MAINTENANCE SUPERVISOR.....	Z	54.9	1336-1618	2	55.0	1342-1626	2919-3537	42,439
9252	AIRPORT MAINTENANCE SUPERINTENDENT.....	Z	59.1	1634-1985	1	59.2	1642-1994	3571-4337	52,043
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS...	Z	61.8	1862-2264	1	61.9	1871-2274	4069-4946	59,351
9255	AIRPORT ECONOMIC PLANNER.....	Z	58.3	1573-1909	2	58.4	1580-1918	3437-4172	50,060
9256	AIRPORT ASST GEN MGR, OPERATIONS & MAINT	Z	61.8	1862-2264	2	61.9	1871-2274	4069-4946	59,351
9258	AIRPORT ASST DEPUTY DIRECTOR, BUS ADMIN.	Z	61.8	1862-2264	1	61.9	1871-2274	4069-4946	59,351
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL	Z	61.8	1862-2264	1	61.9	1871-2274	4069-4946	59,351
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z	66.7	2365-2874	1	66.8	2377-2890	5170-6286	75,429

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 55

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS *

			1984-85 SCHEDULE NUMBER	1984-85 BI-WEEKLY SALARY	1984-85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1102	PARKING AUTHORITY ASSISTANT DIRECTOR....	Z	53.4	1243-1506	1	54.1	1285-1558	2795-3389	40,664
1104	PARKING AUTHORITY DIRECTOR.....	Z	56.2	1421-1723	1	56.9	1470-1782	3197-3876	46,510
1105	EXEC DIR , RENT ARBITRATION BOARD.....	Z	59.7	1682-2043	0	60.4	1740-2115	3785-4600	55,202
1107	DEPUTY DIR, RENT ARBITRATION BOARD.....	Z	55.7	1388-1682	0	56.4	1436-1740	3123-3785	45,414
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	61.4	1827-2221	1	62.1	1890-2297	4111-4996	59,952
1112	RETIREMENT SYSTEM GENERAL MANAGER.....	Z	64.6	2135-2596	1	65.3	2209-2685	4805-5840	70,079
1126	PUBLIC ADMINISTRATOR.....	Z	59.6	1674-2033	1	60.3	1731-2104	3765-4576	54,914
1128	REGISTRAR OF VOTERS-RECORDER.....	Z	60.8	1773-2156	1	59.7	1682-2043	3658-4444	53,322
1129	CHIEF DEPUTY REGISTRAR OF VOTERS-RECORD.	Z	52.6	1197-1450	2	53.3	1237-1499	2690-3260	39,124
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN.	Z	51.9	1158-1401	2	52.6	1197-1450	2603-3154	37,845
1132	RECORDER.....	Z	59.7	1682-2043	0	59.7	1682-2043	3658-4444	53,322
1136	ASSISTANT COUNTY CLERK.....	Z	55.1	1349-1638	1	55.8	1394-1690	3032-3676	44,109
1140	DEPUTY CLERK OF THE BOARD OF SUPERVISORS		54.5	1310-1588	0	55.2	1355-1642	2947-3571	42,856
1142	COUNTY CLERK.....	Z	60.8	1773-2156	1	61.5	1835-2230	3991-4850	58,203
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS..	Z	61.0	1791-2178	1	61.7	1853-2252	4030-4898	58,777
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK.	Z	66.7	2365-2874	1	67.4	2449-2977	5327-6475	77,700
1150	GENERAL MANAGER, DEPT OF ELECTRICITY....	Z	62.4	1918-2332	1	63.1	1985-2412	4317-5246	62,953
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	60.1	1714-2084	1	60.8	1773-2156	3856-4689	56,272
1162	DIRECTOR OF PURCHASING AND SERVICES.....	Z	63.6	2033-2472	1	64.3	2104-2557	4576-5561	66,738
1164	ADMINISTRATOR, SFGH MEDICAL CENTER.....	Z	68.7	2607-3169	1	69.4	2700-3282	5873-7138	85,660
1168	DIRECTOR OF HEALTH.....	Z	70.6	2862-3479	1	71.3	2960-3597	6436-7823	93,882
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	70.6	2862-3479	1	71.3	2960-3597	6436-7823	93,882
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	63.3	2004-2435	1	64.0	2074-2521	4511-5483	65,796
1182	CHIEF ADMINISTRATIVE OFFICER.....	Z	71.1	2933-3566	1	71.8	3035-3689	6601-8023	96,283
1190	MAYOR.....	Z		3609-3609	1		3735-3735	8124-8124	97,484
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	62.4	1918-2332	0	63.1	1985-2412	4317-5246	62,953
1292	GENERAL MANAGER, PERSONNEL.....	Z	66.7	2252-2737	1	66.4	2331-2835	5072-6166	73,994
1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	52.3	1160-1429	1	53.0	1220-1477	2654-3212	38,550
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	60.6	1756-2154	1	61.3	1818-2209	3954-4804	57,655
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	66.0	2287-2779	1	66.7	2366-2875	5146-6251	75,013
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC.	Z		2860-2860	1		2960-2960	6436-6436	77,236
1680	CHIEF ASSISTANT CONTROLLER.....	Z	68.4	2571-3126	1	69.1	2660-3234	5786-7034	84,408
1682	CONTROLLER.....	Z		3387-3387	1		3506-3506	7626-7626	91,508
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	55.6	1328-1666	1	56.2	1373-1723	2985-3747	44,970
1841	RATE ADMINISTRATOR.....		58.3	1573-1949	1	59.0	1626-1979	3535-4302	51,636
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	64.3	2104-2557	1	65.0	2174-2643	4727-5747	68,968
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING...	Z	68.8	2621-3187	1	69.5	2711-3296	5895-7164	86,008

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS *

			1984 85			1985-86 RECOMMENDED RATES		
		SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1887	MGR, BUREAU OF CLAIMS & CONTRACTS, PUC.. Z	64.6	2135-2596	1	65.3	2209-2685	4805-5840	70,079
1890	MANAGER DATA PROCESSING, SFUSD Z	62.1	1890-2297	1	62.8	1955-2377	4252-5170	62,040
1895	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC Z		2686-2686	0		2780-2780	6047-6047	72,558
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM.. Z	66.0	2247-2779	1	66.7	2365-2874	5144-6251	75,011
2143	HOSPITAL ASSISTANT ADMINISTRATOR..... Z	59.8	1690-2053	12	60.5	1748-2124	3802-4620	55,436
2145	HOSPITAL ASSOCIATE ADMINISTRATOR..... Z	64.0	2071-2521	3	64.7	2145-2607	4665-5670	68,043
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL Z	67.0	2401-2918	1	67.7	2483-3018	5401-6564	78,770
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL Z	65.3	2209-2685	1	66.0	2287-2779	4974-6044	72,532
2581	ADMINISTRATIVE CORONER.....	58.1	1558-1890	1	58.8	1611-1955	3504-4252	51,026
2584	CHIEF MEDICAL EXAMINER - CORONER - - Z	68.3	2557-3108	1	69.0	2647-3217	5757-6997	83,964
2821	DIRECTOR OF HEALTH PROGRAM PLANNING.... Z	60.9	1782-2166	1	61.6	1844-2242	4011-4876	58,516
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CMHS. Z	67.0	2401-2918	2	67.7	2483-3018	5401-6564	78,770
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH... Z	67.2	2424-2946	1	67.9	2507-3047	5453-6627	79,527
2893	DEPUTY DIRECTOR OF ADMINISTRATION..... Z	61.1	1800-2188	0	61.8	1862-2264	4050-4924	59,090
2894	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH.. Z	67.5	2459-2989	1	68.2	2545-3093	5535-6727	80,727
2895	PROGRAM CHIEF, CMHS..... Z	67.5	2459-2989	1	68.2	2545-3093	5535-6727	80,727
2896	DEPUTY DIRECTOR FOR COMM HEALTH PROG.... Z	68.0	2521-3064	1	68.7	2607-3169	5670-6893	82,711
2897	DEPUTY DIR FOR PROG PLAN DEV, RES, EVAL. Z	67.7	2483-3018	1	68.4	2571-3126	5592-6799	81,589
2969	ASST DIRECTOR, SOC SERVICES PROGRAMS.... Z	58.6	1596-1936	8	59.3	1650-2004	3589-4359	52,304
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV.. Z	58.6	1596-1936	1	59.3	1650-2004	3589-4359	52,304
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV.. Z	64.2	2094-2545	2	64.9	2166-2632	4711-5725	68,695
2974	GENERAL MANAGER, DEPT OF SOC SERVICES... Z	68.4	2571-3126	1	69.1	2660-3234	5786-7034	84,407
2985	DEPUTY DIR COMMISSION ON AGING..... Z	56.5	1443-1748	1	57.2	1491-1809	3243-3935	47,215
2986	DIRECTOR, HUMAN RIGHTS COMMISSION..... Z	61.7	1853-2252	1	62.4	1918-2332	4172-5072	60,865
2988	DIRECTOR, AGING PROGRAM..... Z	59.9	1698-2063	1	60.6	1756-2135	3819-4644	55,724
3138	ASSISTANT GENERAL MGR FOR ADMIN Z	61.9	1871-2274	1	62.6	1936-2354	4211-5120	61,439
3140	GENERAL MANAGER, REC PARK DEPT Z	66.0	2287-2779	1	66.7	2365-2874	5144-6251	75,011
3294	RECREATION SUPERINTENDENT..... Z	61.9	1871-2274	1	62.6	1936-2354	4211-5120	61,439
3350	PARKS SUPERINTENDENT..... Z	61.9	1871-2274	1	62.6	1936-2354	4211-5120	61,439
3451	ASST AGRIC COMM-SEALER OF WGHTS MEAS.... Z	49.7	1042-1261	1	50.4	1078-1304	2345-2836	34,034
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS MEA Z	66.3	1731-2104	1	61.0	1791 2178	3895-4737	56,846
3562	DIRECTOR, CULTURAL AFFAIRS..... Z	57.4	1506-1827	1	58.1	1558-1890	3389-4111	49,329
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS..... Z	65.7	2252-2737	1	66.4	2332-2835	5072-6166	73,994
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS.. Z	59.9	1698-2063	1	60.6	1756-2135	3819-4644	55,724
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS.. Z	59.9	1698-2063	1	60.6	1756-2135	3819-4644	55,724
3588	ASSISTANT CITY LIBRARIAN..... Z	58.9	1618-1965	0	59.6	1674-2033	3641-4422	53,061
3670	CITY LIBRARIAN..... Z	65.3	2209-2685	1	66.0	2287-2779	4974-6044	72,532

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS *

			1984-85			1985-86 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	59.3	1650-2004	1	60.0	1706-2074	3711-4511	54,131
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR...		66.3	2319-2819	1	67.0	2401-2918	5222-6347	76,160
4144	ASSISTANT DIRECTOR OF PROPERTY.....	Z	61.1	1800-2188	1	61.8	1862-2264	4050-4924	59,090
4150	DIRECTOR OF PROPERTY.....	Z	63.4	2014-2449	1	64.1	2084-2533	4533-5509	66,111
4282	CHIEF ASSISTANT ASSESSOR.....	Z	62.7	1946-2365	1	63.4	2014-2449	4380-5327	63,919
4290	ASSESSOR.....	Z		2911-2911	1		3013-3013	6553-6553	78,639
4373	DEPUTY TAX ADMINISTRATOR.....	Z	61.0	1791-2178	1	61.7	1853-2252	4030-4898	58,777
4374	TAX ADMINISTRATOR.....	Z	64.5	2124-2582	1	65.2	2199-2672	4783-5812	69,739
4384	CHIEF ASSISTANT TREASURER.....	Z	61.0	1791-2178	1	61.7	1853-2252	4030-4898	58,777
4390	TREASURER.....	Z		2711-2711	1		2806-2806	6103-6103	73,237
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	58.2	1565-1899	4	58.9	1618-1965	3519-4274	51,287
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT.....	Z	60.2	1723-2094	2	60.9	1782-2166	3876-4711	56,533
5115	DEPUTY DIRECTOR OF PLANNING.....		64.0	2074-2521	1	64.7	2145-2607	4665-5670	68,043
5116	DIRECTOR OF PLANNING.....	Z	68.0	2521-3064	1	68.7	2607-3169	5670-6893	82,711
5122	ASSISTANT CITY ARCHITECT.....	Z	63.2	1994-2424	1	63.9	2063-2507	4487-5453	65,433
5124	CITY ARCHITECT.....	Z	65.2	2199-2672	1	65.9	2274-2761	4946-6012	72,146
5132	MANAGER, BUR OF WATER POLLUTION CONTROL.	Z	64.8	2156-2621	1	65.5	2230-2711	4850-5896	70,757
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL.	Z	62.8	1955-2377	1	63.5	2023-2459	4400-5348	64,180
5165	DEP GEN MGR, OPER & MAINT, WATER DEPT...	Z	64.5	2124-2582	1	65.2	2199-2672	4783-5812	69,739
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER.	Z	68.7	2607-3169	1	69.4	2700-3282	5873-7138	85,660
5170	STREET CLEANING AND PLANTING SUPT.....	Z	60.2	1723-2094	1	60.9	1782-2166	3876-4711	56,533
5171	STREET REPAIR ASSISTANT SUPERINTENDENT..	Z	58.2	1565-1899	1	58.9	1618-1965	3519-4274	51,287
5172	STREET REPAIR SUPERINTENDENT.....	Z	60.2	1723-2094	0	60.9	1782-2166	3876-4711	56,533
5173	STREET CLEANING & PLANTING ASST SUPT....	Z	58.2	1565-1899	2	58.9	1618-1965	3519-4274	51,287
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	67.0	2401-2918	1	67.7	2483-3018	5401-6564	78,770
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE....	Z	61.6	1844-2242	1	62.3	1909-2319	4156-5044	60,526
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM.	Z	67.0	2401-2918	1	67.7	2483-3018	5401-6564	78,770
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC.	Z		3146-3146	1		3256-3256	7082-7082	84,982
5190	DIRECTOR OF PUBLIC WORKS.....	Z	70.6	2862-3479	1	71.3	2960-3597	6438-7821	93,852
5192	ASSISTANT TO DIRECTOR OF PUBLIC WORKS...	Z	66.3	2319-2819	1	67.0	2401-2918	5222-6347	76,160
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN..	Z	67.0	2401-2918	1	67.7	2483-3018	5401-6564	78,770
5194	DEP DIRECTOR OF DPW FOR OPERATIONS.....	Z	67.0	2401-2918	1	67.7	2483-3018	5401-6564	78,770
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z		2443-2443	1	2529-2529		5501-5501	66,007
7119	MANAGER, SEWER REPAIR.....		60.2	1723-2094	1	60.9	1782-2166	3876-4711	56,533
7280	SEWER REPAIR ASST SUPERINTENDENT.....	Z	58.2	1565-1899	1	58.9	1618-1965	3519-4274	51,287
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z		1788-1788	U		1851-1851	4013-4013	48,153
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z		2112-2112	0		2186-2186	4753-4753	57,035

1985 - 1986
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS *

			1984 85 SCHEDULE NUMBER	1984 85 BI-WEEKLY SALARY	1984 85 BUD POS	1985-86 RECOMMENDED RATES SCHEDULE NUMBER	1985-86 RECOMMENDED RATES BI-WEEKLY SALARY	1985-86 RECOMMENDED RATES APPROX. MO. SALARY	1985-86 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8196	PUBLIC DEFENDER	Z		2931-2931	1		3034-3034	6599-6599	79,187
8197	CITY ATTORNEY	Z		3136-3136	1		3246-3246	7060-7060	84,721
8198	DISTRICT ATTORNEY	Z		3136-3136	1		3246-3246	7060-7060	84,721
8246	DIRECTOR, EMERGENCY SERVICES	Z	56.5	1443-1748	1	57.2	1491-1809	3243-3935	47,215
8247	EMERGENCY PLANNING COORDINATOR		52.2	1174-1421	2	52.9	1214-1470	2640-3197	38,367
8348	UNDERSHERIFF	Z	61.6	1844-2242	1	62.3	1909-2319	4152-5044	60,526
8350	SHERIFF	Z		2453-2453	1		2539-2539	5522-5522	66,268
8415	SR SUPV PROBATION OFFICER, JUV COURT	Z	54.8	1329-1611	3	55.5	1375-1666	2991-3624	43,483
8416	ASST CHIEF PROBATION OFFICER, JUV COURT	Z	57.0	1477-1791	1	57.7	1528-1853	3323-4030	48,363
8418	CHIEF PROBATION OFFICER, JUVENILE COURT	Z	63.4	2014-2449	1	64.1	2084-2533	4533-5509	66,111
8435	SR SUPERVISING ADULT PROBATION OFFICER	Z	54.8	1329-1611	2	55.5	1375-1666	2991-3624	43,483
8436	CHIEF ADULT PROBATION OFFICER	Z	60.5	1748-2124	1	61.2	1809-2199	3935-4783	57,394
9163	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY	Z	63.5	2023-2459	1	64.2	2094-2545	4554-5535	66,425
9165	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	63.5	2023-2459	1	64.2	2094-2545	4554-5535	66,425
9186	GENERAL MANAGER, MUNICIPAL RAILWAY	Z	67.5	2459-2989	1	68.2	2545-3093	5535-6727	80,727
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		63.5	2023-2459	1	64.2	2094-2545	4554-5535	66,425
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	66.7	2365-2874	1	67.4	2449-2977	5327-6475	77,700
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	66.7	2365-2874	1	67.4	2449-2977	5327-6475	77,700
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	66.7	2365-2874	1	67.4	2449-2977	5327-6475	77,700
9278	DIRECTOR OF AIRPORTS	Z	68.9	2632-3199	1	69.6	2726-3313	5929-7206	86,469
9778	DEPUTY EXECUTIVE DIRECTOR O.C.D	Z		2365-2365	1		2448-2448	5324-5324	63,893
9780	EXECUTIVE DIRECTOR O.C.D	Z		2697-2697	1		2791-2791	6070-6070	72,845
*9998	MULTIPLE BENCHMARK CLASSES				0				

NUMBER OF CLASSES THIS BENCHMARK..... 134
NUMBER OF POSITIONS THIS BENCHMARK..... 156

GRAND TOTAL NUMBER OF CLASSES..... 1422
GRAND TOTAL NUMBER OF POSITIONS..... 20406

SFCSC

FISCAL YEAR 1986-1987

SAN FRANCISCO CIVIL SERVICE COMMISSION 151 CITY HALL

SALARY AND WAGE SURVEY
PRELIMINARY
STAFF RECOMMENDATIONS

APPLICABLE TO EMPLOYEES IN CLASSES GOVERNED BY THE PROVISIONS OF CHARTER SECTIONS 8.400, 8.401 & 8.407 JANUARY 10, 1986

COVER GRAPHICS by WALTER LOO

PRINTED by PUC REPROGRAPHICS DEPT.

SFCSC FISCAL YEAR 1986-1987

SAN FRANCISCO CIVIL SERVICE COMMISSION 151 CITY HALL

SALARY AND WAGE SURVEY
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APPLICABLE TO EMPLOYEES IN CLASSES GOVERNED BY THE PROVISIONS OF CHARTER SECTIONS 8.400, 8.401 & 8.407 JANUARY 10, 1986

SALARY SURVEY REPORT

1986-87

PLEASE NOTE: THE DATA INCLUDED IN THIS REPORT WERE COMPILED PRIOR TO JANUARY, 1986 AND RECOMMENDATIONS BASED THEREON ARE PRELIMINARY. IN PARTICULAR, CURRENT PRIVATE INDUSTRY DATA WERE NOT RECEIVED IN TIME FOR INCLUSION IN THIS PUBLICATION.

THE CIVIL SERVICE COMMISSION WILL PRESENT TO THE BOARD OF SUPERVISORS FINAL SALARY RECOMMENDATIONS FOR 1986-87 BASED ON THE LATEST PRIVATE AND PUBLIC SECTOR DATA AVAILABLE CIRCA MID MARCH 1986.

SALARY SURVEY REPORT

1986-87

In accordance with applicable provisions of the Charter of the City and County of San Francisco, data displayed on the following pages were collected for 58 "benchmark" classifications by the Civil Service Commission staff from Bay Area public agencies in the counties of Alameda, Contra Costa, Marin, San Francisco, San Mateo and Santa Clara; the ten most populous cities in these counties; San Jose, Oakland, Daly City, Berkeley, Hayward, Fremont, San Mateo, Concord, Santa Clara, Sunnyvale; and agencies of the State and Federal governments, school districts and other special districts in the six Bay Area Counties.

Where it was determined that insufficient salary and wage data were available from Bay Area public jurisdictions, the staff surveyed major public agencies in other parts of the State which employ more than 3,000 persons.

Additionally, private basic pay rate data are included in the survey and were collected by a recognized governmental Bay Area salary and way survey of private employers in the Bay Area cities and counties listed above.

There are approximately 27,629 permanent positions established in the City and County service, exclusive of certificated personnel in the Board of Education and members of Boards and Commissions. The compensations for these employments are fixed as follows:

Type of Employment	No. of Classes	No. of Positions	Method
Miscellaneous, including Trades and Crafts employees	1,454	20,611	Rates set in accordance with generally prevailing wages for like services and working conditions in private employment and in other comparable governmental organizations in the State of California. Charter Section 8.400, 8.401 and 8.407. A complete study of internal adjustments has not been completed as of this printing. Such studies and reports will be presented to the Civil Service Commission for its consideration during the remainder of the salary standardization procedure.
Railway Platform Personnel	1	1,946	Rates set yearly, not to exceed the average of the two highest wage schedules paid comparable classifications by transit systems employing not less than 400 transit operators and operating in United States cities with a population of 500,000 or over. Charter Section 8.404. 9163 Transit Operation Basic Rate $13.81 per hour. (Monthly equivalent $2403); with cost of living adjustment $14.00 per hour ($2436 per month).
Police and Fire	32	3,500	Basic rates set yearly at a rate which is the average wage paid comparable classifications in California cities with a population of 350,000 or over. Charter Section 8.405.

Type of Employment	No. of Classes	No. of Positions	Method
			Q2 Police Officer and H2 Firefighter $2449 to $2836 per month ($14.07 to $16.30 per hour).
Registered Nurse	21	1,180	Rates set yearly not to exceed the highest prevailing salary schedule granted by collective bargaining agreements to comparable registered nurse employees in public and private employment in the counties of Alameda, Contra Costa, Marin, San Mateo, San Francisco and Santa Clara. Charter Section 8.403. 2320 Registered Nurse - $2608 to $2961 per month ($14.99 to $17.02 per hour).
Municipal and Superior Courts	52	388	Rates set in accordance with State law. Charter Sections 4.102 and 4.103.
Superintendent of Schools	1	1	Rate set by Charter Section 5.102.
Law Library	3	3	Rate set by Department Head. Charter Section 4.104.

This report covers miscellaneous employments only. These miscellaneous employments are covered by the provisions of Section 8.401 of the Charter which provide that at least every five years a salary survey shall be made. It also provides that salary surveys shall be made more often if in the judgment of the Civil Service Commission or the Board of Supervisors economic conditions have changed to the extent that revision of existing schedules may be warranted. At the request of the Board of Supervisors, salary surveys have been made every year since 1946.

METHOD OF COMPUTATION OF PREVAILING RATES OF WAGES

The Charter Section 8.407 Definition of Generally Prevailing Rates of Wages, states how the prevailing rates of wages are to be computed. The term prevailing rates of wages is defined as the rate ranges developed from the weighted average of (1) the midpoint of the basic rate, excluding fringe benefits surveyed public employments and (2) the median of the pay rates for private employment. This Charter Section stipulates that the midpoints from public employment data and the medians from private employment data are to multiplied by the number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees in the given classification. The products of these multiplications are then added and the sum is divided by the total number of employees surveyed for that classification. The quotient is the average of the midpoint and median. This Charter Section further states that the weighted average of the midpoints and medians is to be extended by ten percent (10%) to establish the maximum of the range and reduced by ten percent (10%) to establish the minimum of the range. This information appears in the starred box.

Some agencies do not establish salary ranges for positions comparable to City and County of San Francisco benchmarks but utilized flat rates instead. To avoid distorting data in computing the weighted average of the midpoints and medians, where applicable, a weighted average of the flat rates is computed. A combined weighted average prevailing rate is then computed as follows:

1. The products of the number of employments in agencies reporting flat rates times the maximum of the weighted average of the flat rates, plus

2. The number of employments in agencies reporting salary ranges times the maximum of the weighted average of the midpoints and medians.

3. The sum of 1. and 2. above is then divided by the number employments in all agencies that report salary data for the benchmark, to arrive at

4. The maximum of the combined weighted average prevailing rate.

The same formula is used to compute the minimum of the combined weighted average prevailing rate.

1986-87 SALARY SURVEY

BENCHMARKS	BUDGETED POSITIONS	SALARY STEP INCREASE	APPROX. %
----MULTIPLE BENCHMARKS----	163	0.7	3.5%
1164 ADMINISTRATOR, S.F.G.H.	1	0.0	0.0%
1233 AFFIRMATIVE ACTION SPEC.	61	0.9	4.5%
1242 PERSONNEL ANALYST	164	0.6	3.0%
1314 PUBLIC RELATIONS OFFICER	29	0.8	4.0%
1444 CLERK STENOGRAPHER	4158	0.1	0.5%
1466 METER READER	49	0.6	3.0%
1652 SENIOR ACCOUNTANT	442	0.0	0.0%
1720 DATA ENTRY OPERATOR	215	0.1	0.5%
1736 COMPUTER OPERATOR II	92	0.1	0.5%
1760 OFFSET MACHINE OPERATOR	40	0.1	0.5%
1770 PHOTOGRAPHER	5	0.1	0.5%
1842 MANAGEMENT ASSISTANT	733	1.4	7.0%
1872 PROGRAMMER ANALYST	267	0.1	0.5%
1934 STOREKEEPER	174	0.8	4.0%
1952 PURCHASER	27	0.6	3.0%

2230 PHYSICIAN SPECIALIST	230	0.2	1.0%
2275 POST M.D. II	202	1.1	5.5%
2312 LICENSED VOC. NURSE	1003	0.3	1.5%
2426 RADIOLOGIC TECH. II	121	0.0	0.0%
2444 CLINICAL LAB. TECH.	106	0.2	1.0%
2450 PHARMACIST	44	0.1	0.5%
2556 PHYSICAL THERAPIST	61	0.1	0.5%
2574 CLINICAL PSYCHOLOGIST	249	0.1	0.5%
2604 FOOD SERVICE WORKER	1095	0.5	2.5%
2624 DIETITIAN	29	0.3	1.5%
2708 CUSTODIAN	1202	0.1	0.5%
2760 LAUNDRY WORKER	102	0.0	0.0%
2903 ELIGIBILITY WORKER	561	0.6	3.0%
2910 SOCIAL WORKER	401	0.3	1.5%
3284 RECREATION DIRECTOR	232	0.1	0.5%
3450 AGRICULTURAL INSPECTOR	6	0.0	0.0%
3542 CURATOR II	30	0.2	1.0%

3593 INSTRUCTIONAL AIDE I	678	0.0	0.0%
3630 LIBRARIAN I	373	0.6	3.0%
4261 REAL PROPERTY APPRAISER	127	0.5	2.5%
5204 ASSISTANT CIVIL ENGINEER	843	0.0	0.0%
5278 PLANNER II	133	0.3	1.5%
7328 OPERATING ENGINEER	45	0.0	0.0%
7334 STATIONARY ENGINEER	519	0.1	0.5%
7344 CARPENTER	312	0.1	0.5%
7345 ELECTRICIAN	683	0.2	1.0%
7346 PAINTER	86	0.3	1.5%
7347 PLUMBER	228	0.1	0.5%
7355 TRUCK DRIVER	171	0.0	0.0%
7381 AUTOMOTIVE MECHANIC	651	0.2	1.0%
7384 TYPEWRITER REPAIRER	25	0.0	0.0%
7514 GENERAL LABORER	1175	0.1	0.5%
8146 D.A.'s INVESTIGATOR	284	0.8	4.0%
8176 TRIAL ATTORNEY	269	0.0	0.0%

8204	INSTITUTIONAL POLICE OFFICER	331	1.9	9.5%
8214	PARKING CONTROL OFFICER	211	0.0	0.0%
8238	POLICE COMM. DISPATCHER	207	0.8	4.0%
8260	CRIMINALIST	41	0.5	2.5%
8304	DEPUTY SHERIFF	558	0.4	2.0%
8320	COUNSELOR-JUVENILE HALL	113	1.7	8.5%
8440	PROBATION OFFICER	197	0.4	2.0%
9220	AIRPORT OPERATIONS SUPV.	57	0.2	1.0%
	WEIGHTED AVERAGE	20,611	0.3	1.5%

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
32.0	453 5.6625 985	475 5.9375 1033	498 6.2250 1083	521 6.5125 1133	546 6.8250 1188	14,251
32.1	455 5.6875 990	477 5.9625 1037	500 6.2500 1088	524 6.5500 1140	549 6.8625 1194	14,329
32.2	458 5.7250 996	480 6.0000 1044	503 6.2875 1094	526 6.5750 1144	552 6.9000 1201	14,407
32.3	460 5.7500 1001	482 6.0250 1048	505 6.3125 1098	529 6.6125 1151	554 6.9250 1205	14,459
32.4	463 5.7875 1007	485 6.0625 1055	508 6.3500 1105	531 6.6375 1155	557 6.9625 1211	14,538
32.5	465 5.8125 1011	487 6.0875 1059	510 6.3750 1109	534 6.6750 1161	560 7.0000 1218	14,616
32.6	467 5.8375 1016	489 6.1125 1064	512 6.4000 1114	536 6.7000 1166	562 7.0250 1222	14,668
32.7	469 5.8625 1020	491 6.1375 1068	514 6.4250 1118	539 6.7375 1172	565 7.0625 1229	14,747
32.8	471 5.8875 1024	494 6.1750 1074	517 6.4625 1124	541 6.7625 1177	567 7.0875 1233	14,799
32.9	473 5.9125 1029	496 6.2000 1079	519 6.4875 1129	544 6.8000 1183	570 7.1250 1240	14,877
33.0	475 5.9375 1033	498 6.2250 1083	521 6.5125 1133	546 6.8250 1188	572 7.1500 1244	14,929

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
33.1	477 5.9625 1037	500 6.2500 1088	524 6.5500 1140	549 6.8625 1194	575 7.1875 1251	15,008
33.2	480 6.0000 1044	503 6.2875 1094	526 6.5750 1144	552 6.9000 1201	578 7.2250 1257	15,086
33.3	482 6.0250 1048	505 6.3125 1098	529 6.6125 1151	554 6.9250 1205	580 7.2500 1262	15,138
33.4	485 6.0625 1055	508 6.3500 1105	531 6.6375 1155	557 6.9625 1211	583 7.2875 1268	15,216
33.5	487 6.0875 1059	510 6.3750 1109	534 6.6750 1161	560 7.0000 1218	586 7.3250 1275	15,295
33.6	489 6.1125 1064	512 6.4000 1114	536 6.7000 1166	562 7.0250 1222	589 7.3625 1281	15,373
33.7	491 6.1375 1068	514 6.4250 1118	539 6.7375 1172	565 7.0625 1229	591 7.3875 1285	15,425
33.8	494 6.1750 1074	517 6.4625 1124	541 6.7625 1177	567 7.0875 1233	594 7.4250 1292	15,503
33.9	496 6.2000 1079	519 6.4875 1129	544 6.8000 1183	570 7.1250 1240	596 7.4500 1296	15,556
34.0	498 6.2250 1083	521 6.5125 1133	546 6.8250 1188	572 7.1500 1244	599 7.4875 1303	15,634
34.1	500 6.2500 1088	524 6.5500 1140	549 6.8625 1194	575 7.1875 1251	602 7.5250 1309	15,712

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
34.2	503 6.2875 1094	526 6.5750 1144	552 6.9000 1201	578 7.2250 1257	605 7.5625 1316	15,791
34.3	505 6.3125 1098	529 6.6125 1151	554 6.9250 1205	580 7.2500 1262	608 7.6000 1322	15,869
34.4	508 6.3500 1105	531 6.6375 1155	557 6.9625 1211	583 7.2875 1268	611 7.6375 1329	15,947
34.5	510 6.3750 1109	534 6.6750 1161	560 7.0000 1218	586 7.3250 1275	614 7.6750 1335	16,025
34.6	512 6.4000 1114	536 6.7000 1166	562 7.0250 1222	589 7.3625 1281	617 7.7125 1342	16,104
34.7	514 6.4250 1118	539 6.7375 1172	565 7.0625 1229	591 7.3875 1285	620 7.7500 1349	16,182
34.8	517 6.4625 1124	541 6.7625 1177	567 7.0875 1233	594 7.4250 1292	622 7.7750 1353	16,234
34.9	519 6.4875 1129	544 6.8000 1183	570 7.1250 1240	596 7.4500 1296	625 7.8125 1359	16,313
35.0	521 6.5125 1133	546 6.8250 1188	572 7.1500 1244	599 7.4875 1303	628 7.8500 1366	16,391
35.1	524 6.5500 1140	549 6.8625 1194	575 7.1875 1251	602 7.5250 1309	631 7.8875 1372	16,469
35.2	526 6.5750 1144	552 6.9000 1201	578 7.2250 1257	605 7.5625 1316	634 7.9250 1379	16,547

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
35.3	529 6.6125 1151	554 6.9250 1205	580 7.2500 1262	608 7.6000 1322	638 7.9750 1388	16,652
35.4	531 6.6375 1155	557 6.9625 1211	583 7.2875 1268	611 7.6375 1329	641 8.0125 1394	16,730
35.5	534 6.6750 1161	560 7.0000 1218	586 7.3250 1275	614 7.6750 1335	644 8.0500 1401	16,808
35.6	536 6.7000 1166	562 7.0250 1222	589 7.3625 1281	617 7.7125 1342	647 8.0875 1407	16,887
35.7	539 6.7375 1172	565 7.0625 1229	591 7.3875 1285	620 7.7500 1349	650 8.1250 1414	16,965
35.8	541 6.7625 1177	567 7.0875 1233	594 7.4250 1292	622 7.7750 1353	652 8.1500 1418	17,017
35.9	544 6.8000 1183	570 7.1250 1240	596 7.4500 1296	625 7.8125 1359	655 8.1875 1425	17,096
36.0	546 6.8250 1188	572 7.1500 1244	599 7.4875 1303	628 7.8500 1366	658 8.2250 1431	17,174
36.1	549 6.8625 1194	575 7.1875 1251	602 7.5250 1309	631 7.8875 1372	661 8.2625 1438	17,252
36.2	552 6.9000 1201	578 7.2250 1257	605 7.5625 1316	634 7.9250 1379	664 8.3000 1444	17,330
36.3	554 6.9250 1205	580 7.2500 1262	608 7.6000 1322	638 7.9750 1388	668 8.3500 1453	17,435

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
36.4	557 6.9625 1211	583 7.2875 1268	611 7.6375 1329	641 8.0125 1394	671 8.3875 1459	17,513
36.5	560 7.0000 1218	586 7.3250 1275	614 7.6750 1335	644 8.0500 1401	674 8.4250 1466	17,591
36.6	562 7.0250 1222	589 7.3625 1281	617 7.7125 1342	647 8.0875 1407	677 8.4625 1472	17,670
36.7	565 7.0625 1229	591 7.3875 1285	620 7.7500 1349	650 8.1250 1414	681 8.5125 1481	17,774
36.8	567 7.0875 1233	594 7.4250 1292	622 7.7750 1353	652 8.1500 1418	684 8.5500 1488	17,852
36.9	570 7.1250 1240	596 7.4500 1296	625 7.8125 1359	655 8.1875 1425	688 8.6000 1496	17,957
37.0	572 7.1500 1244	599 7.4875 1303	628 7.8500 1366	658 8.2250 1431	691 8.6375 1503	18,035
37.1	575 7.1875 1251	602 7.5250 1309	631 7.8875 1372	661 8.2625 1438	694 8.6750 1509	18,113
37.2	578 7.2250 1257	605 7.5625 1316	634 7.9250 1379	664 8.3000 1444	697 8.7125 1516	18,192
37.3	580 7.2500 1262	608 7.6000 1322	638 7.9750 1388	668 8.3500 1453	701 8.7625 1525	18,296
37.4	583 7.2875 1268	611 7.6375 1329	641 8.0125 1394	671 8.3875 1459	704 8.8000 1531	18,374

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
37.5	586 7.3250 1275	614 7.6750 1335	644 8.0500 1401	674 8.4250 1466	707 8.8375 1538	18,453
37.6	589 7.3625 1281	617 7.7125 1342	647 8.0875 1407	677 8.4625 1472	710 8.8750 1544	18,531
37.7	591 7.3875 1285	620 7.7500 1349	650 8.1250 1414	681 8.5125 1481	714 8.9250 1553	18,635
37.8	594 7.4250 1292	622 7.7750 1353	652 8.1500 1418	684 8.5500 1488	717 8.9625 1559	18,714
37.9	596 7.4500 1296	625 7.8125 1359	655 8.1875 1425	688 8.6000 1496	721 9.0125 1568	18,818
38.0	599 7.4875 1303	628 7.8500 1366	658 8.2250 1431	691 8.6375 1503	724 9.0500 1575	18,896
38.1	602 7.5250 1309	631 7.8875 1372	661 8.2625 1438	694 8.6750 1509	728 9.1000 1583	19,001
38.2	605 7.5625 1316	634 7.9250 1379	664 8.3000 1444	697 8.7125 1516	731 9.1375 1590	19,079
38.3	608 7.6000 1322	638 7.9750 1388	668 8.3500 1453	701 8.7625 1525	735 9.1875 1599	19,184
38.4	611 7.6375 1329	641 8.0125 1394	671 8.3875 1459	704 8.8000 1531	738 9.2250 1605	19,262
38.5	614 7.6750 1335	644 8.0500 1401	674 8.4250 1466	707 8.8375 1538	742 9.2750 1614	19,366

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
38.6	617 7.7125 1342	647 8.0875 1407	677 8.4625 1472	710 8.8750 1544	745 9.3125 1620	19,445
38.7	620 7.7500 1349	650 8.1250 1414	681 8.5125 1481	714 8.9250 1553	748 9.3500 1627	19,523
38.8	622 7.7750 1353	652 8.1500 1418	684 8.5500 1488	717 8.9625 1559	752 9.4000 1636	19,627
38.9	625 7.8125 1359	655 8.1875 1425	688 8.6000 1496	721 9.0125 1568	755 9.4375 1642	19,706
39.0	628 7.8500 1366	658 8.2250 1431	691 8.6375 1503	724 9.0500 1575	758 9.4750 1649	19,784
39.1	631 7.8875 1372	661 8.2625 1438	694 8.6750 1509	728 9.1000 1583	762 9.5250 1657	19,888
39.2	634 7.9250 1379	664 8.3000 1444	697 8.7125 1516	731 9.1375 1590	766 9.5750 1666	19,993
39.3	638 7.9750 1388	668 8.3500 1453	701 8.7625 1525	735 9.1875 1599	769 9.6125 1673	20,071
39.4	641 8.0125 1394	671 8.3875 1459	704 8.8000 1531	738 9.2250 1605	773 9.6625 1681	20,175
39.5	644 8.0500 1401	674 8.4250 1466	707 8.8375 1538	742 9.2750 1614	777 9.7125 1690	20,280
39.6	647 8.0875 1407	677 8.4625 1472	710 8.8750 1544	745 9.3125 1620	781 9.7625 1699	20,384

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
39.7	650 8.1250 1414	681 8.5125 1481	714 8.9250 1553	748 9.3500 1627	785 9.8125 1707	20,489
39.8	652 8.1500 1418	684 8.5500 1488	717 8.9625 1559	752 9.4000 1636	788 9.8500 1714	20,567
39.9	655 8.1875 1425	688 8.6000 1496	721 9.0125 1568	755 9.4375 1642	792 9.9000 1723	20,671
40.0	658 8.2250 1431	691 8.6375 1503	724 9.0500 1575	758 9.4750 1649	796 9.9500 1731	20,776
40.1	661 8.2625 1438	694 8.6750 1509	728 9.1000 1583	762 9.5250 1657	800 10.0000 1740	20,880
40.2	664 8.3000 1444	697 8.7125 1516	731 9.1375 1590	766 9.5750 1666	803 10.0375 1747	20,958
40.3	668 8.3500 1453	701 8.7625 1525	735 9.1875 1599	769 9.6125 1673	807 10.0875 1755	21,063
40.4	671 8.3875 1459	704 8.8000 1531	738 9.2250 1605	773 9.6625 1681	810 10.1250 1762	21,141
40.5	674 8.4250 1466	707 8.8375 1538	742 9.2750 1614	777 9.7125 1690	814 10.1750 1770	21,245
40.6	677 8.4625 1472	710 8.8750 1544	745 9.3125 1620	781 9.7625 1699	818 10.2250 1779	21,350
40.7	681 8.5125 1481	714 8.9250 1553	748 9.3500 1627	785 9.8125 1707	822 10.2750 1788	21,454

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
40.8	684 8.5500 1488	717 8.9625 1559	752 9.4000 1636	788 9.8500 1714	826 10.3250 1797	21,559
40.9	688 8.6000 1496	721 9.0125 1568	755 9.4375 1642	792 9.9000 1723	830 10.3750 1805	21,663
41.0	691 8.6375 1503	724 9.0500 1575	758 9.4750 1649	796 9.9500 1731	834 10.4250 1814	21,767
41.1	694 8.6750 1509	728 9.1000 1583	762 9.5250 1657	800 10.0000 1740	838 10.4750 1823	21,872
41.2	697 8.7125 1516	731 9.1375 1590	766 9.5750 1666	803 10.0375 1747	842 10.5250 1831	21,976
41.3	701 8.7625 1525	735 9.1875 1599	769 9.6125 1673	807 10.0875 1755	846 10.5750 1840	22,081
41.4	704 8.8000 1531	738 9.2250 1605	773 9.6625 1681	810 10.1250 1762	850 10.6250 1849	22,185
41.5	707 8.8375 1538	742 9.2750 1614	777 9.7125 1690	814 10.1750 1770	854 10.6750 1857	22,289
41.6	710 8.8750 1544	745 9.3125 1620	781 9.7625 1699	818 10.2250 1779	858 10.7250 1866	22,394
41.7	714 8.9250 1553	748 9.3500 1627	785 9.8125 1707	822 10.2750 1788	862 10.7750 1875	22,498
41.8	717 8.9625 1559	752 9.4000 1636	788 9.8500 1714	826 10.3250 1797	866 10.8250 1884	22,603

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
41.9	721 9.0125 1568	755 9.4375 1642	792 9.9000 1723	830 10.3750 1805	870 10.8750 1892	22,707
42.0	724 9.0500 1575	758 9.4750 1649	796 9.9500 1731	834 10.4250 1814	874 10.9250 1901	22,811
42.1	728 9.1000 1583	762 9.5250 1657	800 10.0000 1740	838 10.4750 1823	878 10.9750 1910	22,916
42.2	731 9.1375 1590	766 9.5750 1666	803 10.0375 1747	842 10.5250 1831	882 11.0250 1918	23,020
42.3	735 9.1875 1599	769 9.6125 1673	807 10.0875 1755	846 10.5750 1840	887 11.0875 1929	23,151
42.4	738 9.2250 1605	773 9.6625 1681	810 10.1250 1762	850 10.6250 1849	891 11.1375 1938	23,255
42.5	742 9.2750 1614	777 9.7125 1690	814 10.1750 1770	854 10.6750 1857	895 11.1875 1947	23,360
42.6	745 9.3125 1620	781 9.7625 1699	818 10.2250 1779	858 10.7250 1866	899 11.2375 1955	23,464
42.7	748 9.3500 1627	785 9.8125 1707	822 10.2750 1788	862 10.7750 1875	903 11.2875 1964	23,568
42.8	752 9.4000 1636	788 9.8500 1714	826 10.3250 1797	866 10.8250 1884	908 11.3500 1975	23,699
42.9	755 9.4375 1642	792 9.9000 1723	830 10.3750 1805	870 10.8750 1892	912 11.4000 1984	23,803

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
43.0	758 9.4750 1649	796 9.9500 1731	834 10.4250 1814	874 10.9250 1901	916 11.4500 1992	23,908
43.1	762 9.5250 1657	800 10.0000 1740	838 10.4750 1823	878 10.9750 1910	920 11.5000 2001	24,012
43.2	766 9.5750 1666	803 10.0375 1747	842 10.5250 1831	882 11.0250 1918	925 11.5625 2012	24,143
43.3	769 9.6125 1673	807 10.0875 1755	846 10.5750 1840	887 11.0875 1929	929 11.6125 2021	24,247
43.4	773 9.6625 1681	810 10.1250 1762	850 10.6250 1849	891 11.1375 1938	934 11.6750 2031	24,377
43.5	777 9.7125 1690	814 10.1750 1770	854 10.6750 1857	895 11.1875 1947	938 11.7250 2040	24,482
43.6	781 9.7625 1699	818 10.2250 1779	858 10.7250 1866	899 11.2375 1955	943 11.7875 2051	24,612
43.7	785 9.8125 1707	822 10.2750 1788	862 10.7750 1875	903 11.2875 1964	947 11.8375 2060	24,717
43.8	788 9.8500 1714	826 10.3250 1797	866 10.8250 1884	908 11.3500 1975	952 11.9000 2071	24,847
43.9	792 9.9000 1723	830 10.3750 1805	870 10.8750 1892	912 11.4000 1984	956 11.9500 2079	24,952
44.0	796 9.9500 1731	834 10.4250 1814	874 10.9250 1901	916 11.4500 1992	961 12.0125 2090	25,082

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
44.1	800 10.0000 1740	838 10.4750 1823	878 10.9750 1910	920 11.5000 2001	966 12.0750 2101	25,213
44.2	803 10.0375 1747	842 10.5250 1831	882 11.0250 1918	925 11.5625 2012	970 12.1250 2110	25,317
44.3	807 10.0875 1755	846 10.5750 1840	887 11.0875 1929	929 11.6125 2021	975 12.1875 2121	25,448
44.4	810 10.1250 1762	850 10.6250 1849	891 11.1375 1938	934 11.6750 2031	979 12.2375 2129	25,552
44.5	814 10.1750 1770	854 10.6750 1857	895 11.1875 1947	938 11.7250 2040	984 12.3000 2140	25,682
44.6	818 10.2250 1779	858 10.7250 1866	899 11.2375 1955	943 11.7875 2051	989 12.3625 2151	25,813
44.7	822 10.2750 1788	862 10.7750 1875	903 11.2875 1964	947 11.8375 2060	994 12.4250 2162	25,943
44.8	826 10.3250 1797	866 10.8250 1884	908 11.3500 1975	952 11.9000 2071	998 12.4750 2171	26,048
44.9	830 10.3750 1805	870 10.8750 1892	912 11.4000 1984	956 11.9500 2079	1003 12.5375 2182	26,178
45.0	834 10.4250 1814	874 10.9250 1901	916 11.4500 1992	961 12.0125 2090	1008 12.6000 2192	26,309
45.1	838 10.4750 1823	878 10.9750 1910	920 11.5000 2001	966 12.0750 2101	1013 12.6625 2203	26,439

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
45.2	842 10.5250 1831	882 11.0250 1918	925 11.5625 2012	970 12.1250 2110	1018 12.7250 2214	26,570
45.3	846 10.5750 1840	887 11.0875 1929	929 11.6125 2021	975 12.1875 2121	1022 12.7750 2223	26,674
45.4	850 10.6250 1849	891 11.1375 1938	934 11.6750 2031	979 12.2375 2129	1027 12.8375 2234	26,805
45.5	854 10.6750 1857	895 11.1875 1947	938 11.7250 2040	984 12.3000 2140	1032 12.9000 2245	26,935
45.6	858 10.7250 1866	899 11.2375 1955	943 11.7875 2051	989 12.3625 2151	1037 12.9625 2255	27,066
45.7	862 10.7750 1875	903 11.2875 1964	947 11.8375 2060	994 12.4250 2162	1042 13.0250 2266	27,196
45.8	866 10.8250 1884	908 11.3500 1975	952 11.9000 2071	998 12.4750 2171	1047 13.0875 2277	27,327
45.9	870 10.8750 1892	912 11.4000 1984	956 11.9500 2079	1003 12.5375 2182	1052 13.1500 2288	27,457
46.0	874 10.9250 1901	916 11.4500 1992	961 12.0125 2090	1008 12.6000 2192	1057 13.2125 2299	27,588
46.1	878 10.9750 1910	920 11.5000 2001	966 12.0750 2101	1013 12.6625 2203	1062 13.2750 2310	27,718
46.2	882 11.0250 1918	925 11.5625 2012	970 12.1250 2110	1018 12.7250 2214	1067 13.3375 2321	27,849

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
46.3	887	929	975	1022	1073	28,005
	11.0875	11.6125	12.1875	12.7750	13.4125	
	1929	2021	2121	2223	2334	
46.4	891	934	979	1027	1078	28,136
	11.1375	11.6750	12.2375	12.8375	13.4750	
	1938	2031	2129	2234	2345	
46.5	895	938	984	1032	1083	28,266
	11.1875	11.7250	12.3000	12.9000	13.5375	
	1947	2040	2140	2245	2356	
46.6	899	943	989	1037	1088	28,397
	11.2375	11.7875	12.3625	12.9625	13.6000	
	1955	2051	2151	2255	2366	
46.7	903	947	994	1042	1093	28,527
	11.2875	11.8375	12.4250	13.0250	13.6625	
	1964	2060	2162	2266	2377	
46.8	908	952	998	1047	1099	28,684
	11.3500	11.9000	12.4750	13.0875	13.7375	
	1975	2071	2171	2277	2390	
46.9	912	956	1003	1052	1104	28,814
	11.4000	11.9500	12.5375	13.1500	13.8000	
	1984	2079	2182	2288	2401	
47.0	916	961	1008	1057	1109	28,945
	11.4500	12.0125	12.6000	13.2125	13.8625	
	1992	2090	2192	2299	2412	
47.1	920	966	1013	1062	1114	29,075
	11.5000	12.0750	12.6625	13.2750	13.9250	
	2001	2101	2203	2310	2423	
47.2	925	970	1018	1067	1120	29,232
	11.5625	12.1250	12.7250	13.3375	14.0000	
	2012	2110	2214	2321	2436	
47.3	929	975	1022	1073	1125	29,363
	11.6125	12.1875	12.7750	13.4125	14.0625	
	2021	2121	2223	2334	2447	

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
47.4	934 11.6750 2031	979 12.2375 2129	1027 12.8375 2234	1078 13.4750 2345	1131 14.1375 2460	29,519
47.5	938 11.7250 2040	984 12.3000 2140	1032 12.9000 2245	1083 13.5375 2356	1136 14.2000 2471	29,650
47.6	943 11.7875 2051	989 12.3625 2151	1037 12.9625 2255	1088 13.6000 2366	1141 14.2625 2482	29,780
47.7	947 11.8375 2060	994 12.4250 2162	1042 13.0250 2266	1093 13.6625 2377	1147 14.3375 2495	29,937
47.8	952 11.9000 2071	998 12.4750 2171	1047 13.0875 2277	1099 13.7375 2390	1152 14.4000 2506	30,067
47.9	956 11.9500 2079	1003 12.5375 2182	1052 13.1500 2288	1104 13.8000 2401	1158 14.4750 2519	30,224
48.0	961 12.0125 2090	1008 12.6000 2192	1057 13.2125 2299	1109 13.8625 2412	1163 14.5375 2530	30,354
48.1	966 12.0750 2101	1013 12.6625 2203	1062 13.2750 2310	1114 13.9250 2423	1169 14.6125 2543	30,511
48.2	970 12.1250 2110	1018 12.7250 2214	1067 13.3375 2321	1120 14.0000 2436	1174 14.6750 2553	30,641
48.3	975 12.1875 2121	1022 12.7750 2223	1073 13.4125 2334	1125 14.0625 2447	1180 14.7500 2567	30,798
48.4	979 12.2375 2129	1027 12.8375 2234	1078 13.4750 2345	1131 14.1375 2460	1185 14.8125 2577	30,929

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
48.5	984 12.3000 2140	1032 12.9000 2245	1083 13.5375 2356	1136 14.2000 2471	1191 14.8875 2590	31,085
48.6	989 12.3625 2151	1037 12.9625 2255	1088 13.6000 2366	1141 14.2625 2482	1197 14.9625 2603	31,242
48.7	994 12.4250 2162	1042 13.0250 2266	1093 13.6625 2377	1147 14.3375 2495	1203 15.0375 2617	31,398
48.8	998 12.4750 2171	1047 13.0875 2277	1099 13.7375 2390	1152 14.4000 2506	1208 15.1000 2627	31,529
48.9	1003 12.5375 2182	1052 13.1500 2288	1104 13.8000 2401	1158 14.4750 2519	1214 15.1750 2640	31,685
49.0	1008 12.6000 2192	1057 13.2125 2299	1109 13.8625 2412	1163 14.5375 2530	1220 15.2500 2654	31,842
49.1	1013 12.6625 2203	1062 13.2750 2310	1114 13.9250 2423	1169 14.6125 2543	1226 15.3250 2667	31,999
49.2	1018 12.7250 2214	1067 13.3375 2321	1120 14.0000 2436	1174 14.6750 2553	1232 15.4000 2680	32,155
49.3	1022 12.7750 2223	1073 13.4125 2334	1125 14.0625 2447	1180 14.7500 2567	1237 15.4625 2690	32,286
49.4	1027 12.8375 2234	1078 13.4750 2345	1131 14.1375 2460	1185 14.8125 2577	1243 15.5375 2704	32,442
49.5	1032 12.9000 2245	1083 13.5375 2356	1136 14.2000 2471	1191 14.8875 2590	1249 15.6125 2717	32,599

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
49.6	1037 12.9625 2255	1088 13.6000 2366	1141 14.2625 2482	1197 14.9625 2603	1255 15.6875 2730	32,756
49.7	1042 13.0250 2266	1093 13.6625 2377	1147 14.3375 2495	1203 15.0375 2617	1261 15.7625 2743	32,912
49.8	1047 13.0875 2277	1099 13.7375 2390	1152 14.4000 2506	1208 15.1000 2627	1267 15.8375 2756	33,069
49.9	1052 13.1500 2288	1104 13.8000 2401	1158 14.4750 2519	1214 15.1750 2640	1273 15.9125 2769	33,225
50.0	1057 13.2125 2299	1109 13.8625 2412	1163 14.5375 2530	1220 15.2500 2654	1279 15.9875 2782	33,382
50.1	1062 13.2750 2310	1114 13.9250 2423	1169 14.6125 2543	1226 15.3250 2667	1285 16.0625 2795	33,539
50.2	1067 13.3375 2321	1120 14.0000 2436	1174 14.6750 2553	1232 15.4000 2680	1291 16.1375 2808	33,695
50.3	1073 13.4125 2334	1125 14.0625 2447	1180 14.7500 2567	1237 15.4625 2690	1298 16.2250 2823	33,878
50.4	1078 13.4750 2345	1131 14.1375 2460	1185 14.8125 2577	1243 15.5375 2704	1304 16.3000 2836	34,034
50.5	1083 13.5375 2356	1136 14.2000 2471	1191 14.8875 2590	1249 15.6125 2717	1310 16.3750 2849	34,191
50.6	1088 13.6000 2366	1141 14.2625 2482	1197 14.9625 2603	1255 15.6875 2730	1316 16.4500 2862	34,348

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
50.7	1093 13.6625 2377	1147 14.3375 2495	1203 15.0375 2617	1261 15.7625 2743	1323 16.5375 2878	34,530
50.8	1099 13.7375 2390	1152 14.4000 2506	1208 15.1000 2627	1267 15.8375 2756	1329 16.6125 2891	34,687
50.9	1104 13.8000 2401	1158 14.4750 2519	1214 15.1750 2640	1273 15.9125 2769	1336 16.7000 2906	34,870
51.0	1109 13.8625 2412	1163 14.5375 2530	1220 15.2500 2654	1279 15.9875 2782	1342 16.7750 2919	35,026
51.1	1114 13.9250 2423	1169 14.6125 2543	1226 15.3250 2667	1285 16.0625 2795	1349 16.8625 2934	35,209
51.2	1120 14.0000 2436	1174 14.6750 2553	1232 15.4000 2680	1291 16.1375 2808	1355 16.9375 2947	35,366
51.3	1125 14.0625 2447	1180 14.7500 2567	1237 15.4625 2690	1298 16.2250 2823	1362 17.0250 2962	35,548
51.4	1131 14.1375 2460	1185 14.8125 2577	1243 15.5375 2704	1304 16.3000 2836	1368 17.1000 2975	35,705
51.5	1136 14.2000 2471	1191 14.8875 2590	1249 15.6125 2717	1310 16.3750 2849	1375 17.1875 2991	35,888
51.6	1141 14.2625 2482	1197 14.9625 2603	1255 15.6875 2730	1316 16.4500 2862	1381 17.2625 3004	36,044
51.7	1147 14.3375 2495	1203 15.0375 2617	1261 15.7625 2743	1323 16.5375 2878	1388 17.3500 3019	36,227

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
51.8	1152 14.4000 2506	1208 15.1000 2627	1267 15.8375 2756	1329 16.6125 2891	1394 17.4250 3032	36,383
51.9	1158 14.4750 2519	1214 15.1750 2640	1273 15.9125 2769	1336 16.7000 2906	1401 17.5125 3047	36,566
52.0	1163 14.5375 2530	1220 15.2500 2654	1279 15.9875 2782	1342 16.7750 2919	1407 17.5875 3060	36,723
52.1	1169 14.6125 2543	1226 15.3250 2667	1285 16.0625 2795	1349 16.8625 2934	1414 17.6750 3075	36,905
52.2	1174 14.6750 2553	1232 15.4000 2680	1291 16.1375 2808	1355 16.9375 2947	1421 17.7625 3091	37,088
52.3	1180 14.7500 2567	1237 15.4625 2690	1298 16.2250 2823	1362 17.0250 2962	1429 17.8625 3108	37,297
52.4	1185 14.8125 2577	1243 15.5375 2704	1304 16.3000 2836	1368 17.1000 2975	1436 17.9500 3123	37,480
52.5	1191 14.8875 2590	1249 15.6125 2717	1310 16.3750 2849	1375 17.1875 2991	1443 18.0375 3139	37,662
52.6	1197 14.9625 2603	1255 15.6875 2730	1316 16.4500 2862	1381 17.2625 3004	1450 18.1250 3154	37,845
52.7	1203 15.0375 2617	1261 15.7625 2743	1323 16.5375 2878	1388 17.3500 3019	1457 18.2125 3169	38,028
52.8	1208 15.1000 2627	1267 15.8375 2756	1329 16.6125 2891	1394 17.4250 3032	1463 18.2875 3182	38,184

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
52.9	1214 15.1750 2640	1273 15.9125 2769	1336 16.7000 2906	1401 17.5125 3047	1470 18.3750 3197	38,367
53.0	1220 15.2500 2654	1279 15.9875 2782	1342 16.7750 2919	1407 17.5875 3060	1477 18.4625 3212	38,550
53.1	1226 15.3250 2667	1285 16.0625 2795	1349 16.8625 2934	1414 17.6750 3075	1484 18.5500 3228	38,732
53.2	1232 15.4000 2680	1291 16.1375 2808	1355 16.9375 2947	1421 17.7625 3091	1491 18.6375 3243	38,915
53.3	1237 15.4625 2690	1298 16.2250 2823	1362 17.0250 2962	1429 17.8625 3108	1499 18.7375 3260	39,124
53.4	1243 15.5375 2704	1304 16.3000 2836	1368 17.1000 2975	1436 17.9500 3123	1506 18.8250 3276	39,307
53.5	1249 15.6125 2717	1310 16.3750 2849	1375 17.1875 2991	1443 18.0375 3139	1513 18.9125 3291	39,489
53.6	1255 15.6875 2730	1316 16.4500 2862	1381 17.2625 3004	1450 18.1250 3154	1520 19.0000 3306	39,672
53.7	1261 15.7625 2743	1323 16.5475 2878	1388 17.3500 3019	1457 18.2125 3169	1528 19.1000 3323	39,881
53.8	1267 15.8375 2756	1329 16.6125 2891	1394 17.4250 3032	1463 18.2875 3182	1535 19.1875 3339	40,064
53.9	1273 15.9125 2769	1336 16.7000 2906	1401 17.5125 3047	1470 18.3750 3197	1543 19.2875 3356	40,272

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
54.0	1279 15.9875 2782	1342 16.7750 2919	1407 17.5875 3060	1477 18.4625 3212	1550 19.3750 3371	40,455
54.1	1285 16.0625 2795	1349 16.8625 2934	1414 17.6750 3075	1484 18.5500 3228	1558 19.4750 3389	40,664
54.2	1291 16.1375 2808	1355 16.9375 2947	1421 17.7625 3091	1491 18.6375 3243	1565 19.5625 3404	40,847
54.3	1298 16.2250 2823	1362 17.0250 2962	1429 17.8625 3108	1499 18.7375 3260	1573 19.6625 3421	41,055
54.4	1304 16.3000 2836	1368 17.1000 2975	1436 17.9500 3123	1506 18.8250 3276	1580 19.7500 3437	41,238
54.5	1310 16.3750 2849	1375 17.1875 2991	1443 18.0375 3139	1513 18.9125 3291	1588 19.8500 3454	41,447
54.6	1316 16.4500 2862	1381 17.2625 3004	1450 18.1250 3154	1520 19.0000 3306	1596 19.9500 3471	41,656
54.7	1323 16.5375 2878	1388 17.3500 3019	1457 18.2125 3169	1528 19.1000 3323	1603 20.0375 3487	41,838
54.8	1329 16.6125 2891	1394 17.4250 3032	1463 18.2875 3182	1535 19.1875 3339	1611 20.1375 3504	42,047
54.9	1336 16.7000 2906	1401 17.5125 3047	1470 18.3750 3197	1543 19.2875 3356	1618 20.2250 3519	42,230
55.0	1342 16.7750 2919	1407 17.5875 3060	1477 18.4625 3212	1550 19.3750 3371	1626 20.3250 3537	42,439

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
55.1	1349 16.8625 2934	1414 17.6750 3075	1484 18.5500 3228	1558 19.4750 3389	1634 20.4250 3554	42,647
55.2	1355 16.9375 2947	1421 17.7625 3091	1491 18.6375 3243	1565 19.5625 3404	1642 20.5250 3571	42,856
55.3	1362 17.0250 2962	1429 17.8625 3108	1499 18.7375 3260	1573 19.6625 3421	1650 20.6250 3589	43,065
55.4	1368 17.1000 2975	1436 17.9500 3123	1506 18.8250 3276	1580 19.7500 3437	1658 20.7250 3606	43,274
55.5	1375 17.1875 2991	1443 18.0375 3139	1513 18.9125 3291	1588 19.8500 3454	1666 20.8250 3624	43,483
55.6	1381 17.2625 3004	1450 18.1250 3154	1520 19.0000 3306	1596 19.9500 3471	1674 20.9250 3641	43,691
55.7	1388 17.3500 3019	1457 18.2125 3169	1528 19.1000 3323	1603 20.0375 3487	1682 21.0250 3658	43,900
55.8	1394 17.4250 3032	1463 18.2875 3182	1535 19.1875 3339	1611 20.1375 3504	1690 21.1250 3676	44,109
55.9	1401 17.5125 3047	1470 18.3750 3197	1543 19.2875 3356	1618 20.2250 3519	1698 21.2250 3693	44,318
56.0	1407 17.5875 3060	1477 18.4625 3212	1550 19.3750 3371	1626 20.3250 3537	1706 21.3250 3711	44,527
56.1	1414 17.6750 3075	1484 18.5500 3228	1558 19.4750 3389	1634 20.4250 3554	1714 21.4250 3728	44,735

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
56.2	1421 17.7625 3091	1491 18.6375 3243	1565 19.5625 3404	1642 20.5250 3571	1723 21.5375 3748	44,970
56.3	1429 17.8625 3108	1499 18.7375 3260	1573 19.6625 3421	1650 20.6250 3589	1731 21.6375 3765	45,179
56.4	1436 17.9500 3123	1506 18.8250 3276	1580 19.7500 3437	1658 20.7250 3606	1740 21.7500 3785	45,414
56.5	1443 18.0375 3139	1513 18.9125 3291	1588 19.8500 3454	1666 20.8250 3624	1748 21.8500 3802	45,623
56.6	1450 18.1250 3154	1520 19.0000 3306	1596 19.9500 3471	1674 20.9250 3641	1756 21.9500 3819	45,832
56.7	1457 18.2125 3169	1528 19.1000 3323	1603 20.0375 3487	1682 21.0250 3658	1765 22.0625 3839	46,067
56.8	1463 18.2875 3182	1535 19.1875 3339	1611 20.1375 3504	1690 21.1250 3676	1773 22.1625 3856	46,275
56.9	1470 18.3750 3197	1543 19.2875 3356	1618 20.2250 3519	1698 21.2250 3693	1782 22.2750 3876	46,510
57.0	1477 18.4625 3212	1550 19.3750 3371	1626 20.3250 3537	1706 21.3250 3711	1791 22.3875 3895	46,745
57.1	1484 18.5500 3228	1558 19.4750 3389	1634 20.4250 3554	1714 21.4250 3728	1800 22.5000 3915	46,980
57.2	1491 18.6375 3243	1565 19.5625 3404	1642 20.5250 3571	1723 21.5375 3748	1809 22.6125 3935	47,215

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
57.3	1499 18.7375 3260	1573 19.6625 3421	1650 20.6250 3589	1731 21.6375 3765	1818 22.7250 3954	47,450
57.4	1506 18.8250 3276	1580 19.7500 3437	1658 20.7250 3606	1740 21.7500 3785	1827 22.8375 3974	47,685
57.5	1513 18.9125 3291	1588 19.8500 3454	1666 20.8250 3624	1748 21.8500 3802	1835 22.9375 3991	47,894
57.6	1520 19.0000 3306	1596 19.9500 3471	1674 20.9250 3641	1756 21.9500 3819	1844 23.0500 4011	48,128
57.7	1528 19.1000 3323	1603 20.0375 3487	1682 21.0250 3658	1765 22.0625 3839	1853 23.1625 4030	48,363
57.8	1535 19.1875 3339	1611 20.1375 3504	1690 21.1250 3676	1773 22.1625 3856	1862 23.2750 4050	48,598
57.9	1543 19.2875 3356	1618 20.2250 3519	1698 21.2250 3693	1782 22.2750 3876	1871 23.3875 4069	48,833
58.0	1550 19.3750 3371	1626 20.3250 3537	1706 21.3250 3711	1791 22.3875 3895	1881 23.5125 4091	49,094
58.1	1558 19.4750 3389	1634 20.4250 3554	1714 21.4250 3728	1800 22.5000 3915	1890 23.6250 4111	49,329
58.2	1565 19.5625 3404	1642 20.5250 3571	1723 21.5375 3748	1809 22.6125 3935	1899 23.7375 4130	49,564
58.3	1573 19.6625 3421	1650 20.6250 3589	1731 21.6375 3765	1818 22.7250 3954	1909 23.8625 4152	49,825

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
58.4	1580 19.7500 3437	1658 20.7250 3606	1740 21.7500 3785	1827 22.8375 3974	1918 23.9750 4172	50,060
58.5	1588 19.8500 3454	1666 20.8250 3624	1748 21.8500 3802	1835 22.9375 3991	1927 24.0875 4191	50,295
58.6	1596 19.9500 3471	1674 20.9250 3641	1756 21.9500 3819	1844 23.0500 4011	1936 24.2000 4211	50,530
58.7	1603 20.0375 3487	1682 21.0250 3658	1765 22.0625 3839	1853 23.1625 4030	1946 24.3250 4233	50,791
58.8	1611 20.1375 3504	1690 21.1250 3676	1773 22.1625 3856	1862 23.2750 4050	1955 24.4375 4252	51,026
58.9	1618 20.2250 3519	1698 21.2250 3693	1782 22.2750 3876	1871 23.3875 4069	1965 24.5625 4274	51,287
59.0	1626 20.3250 3537	1706 21.3250 3711	1791 22.3875 3895	1881 23.5125 4091	1975 24.6875 4296	51,548
59.1	1634 20.4250 3554	1714 21.4250 3728	1800 22.5000 3915	1890 23.6250 4111	1985 24.8125 4317	51,809
59.2	1642 20.5250 3571	1723 21.5375 3748	1809 22.6125 3935	1899 23.7375 4130	1994 24.9250 4337	52,043
59.3	1650 20.6250 3589	1731 21.6375 3765	1818 22.7250 3954	1909 23.8625 4152	2004 25.0500 4359	52,304
59.4	1658 20.7250 3606	1740 21.7500 3785	1827 22.8375 3974	1918 23.9750 4172	2014 25.1750 4380	52,565

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
59.5	1666 20.8250 3624	1748 21.8500 3802	1835 22.9375 3991	1927 24.0875 4191	2023 25.2875 4400	52,800
59.6	1674 20.9250 3641	1756 21.9500 3819	1844 23.0500 4011	1936 24.2000 4211	2033 25.4125 4422	53,061
59.7	1682 21.0250 3658	1765 22.0625 3839	1853 23.1625 4030	1946 24.3250 4233	2043 25.5375 4444	53,322
59.8	1690 21.1250 3676	1773 22.1625 3856	1862 23.2750 4050	1955 24.4375 4252	2053 25.6625 4465	53,583
59.9	1698 21.2250 3693	1782 22.2750 3876	1871 23.3875 4069	1965 24.5625 4274	2063 25.7875 4487	53,844
60.0	1706 21.3250 3711	1791 22.3875 3895	1881 23.5125 4091	1975 24.6875 4296	2074 25.9250 4511	54,131
60.1	1714 21.4250 3728	1800 22.5000 3915	1890 23.6250 4111	1985 24.8125 4317	2084 26.0500 4533	54,392
60.2	1723 21.5375 3748	1809 22.6125 3935	1899 23.7375 4130	1994 24.9250 4337	2094 26.1750 4554	54,653
60.3	1731 21.6375 3765	1818 22.7250 3954	1909 23.8625 4152	2004 25.0500 4359	2104 26.3000 4576	54,914
60.4	1740 21.7500 3785	1827 22.8375 3974	1918 23.9750 4172	2014 25.1750 4380	2115 26.4375 4600	55,202
60.5	1748 21.8500 3802	1835 22.9375 3991	1927 24.0875 4191	2023 25.2875 4400	2124 26.5500 4620	55,436

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
60.6	1756 21.9500 3819	1844 23.0500 4011	1936 24.2000 4211	2033 25.4125 4422	2135 26.6875 4644	55,724
60.7	1765 22.0625 3839	1853 23.1625 4030	1946 24.3250 4233	2043 25.5375 4444	2145 26.8125 4665	55,985
60.8	1773 22.1625 3856	1862 23.2750 4050	1955 24.4375 4252	2053 25.6625 4465	2156 26.9500 4689	56,272
60.9	1782 22.2750 3876	1871 23.3875 4069	1965 24.5625 4274	2063 25.7875 4487	2166 27.0750 4711	56,533
61.0	1791 22.3875 3895	1881 23.5125 4091	1975 24.6875 4296	2074 25.9250 4511	2178 27.2250 4737	56,846
61.1	1800 22.5000 3915	1890 23.6250 4111	1985 24.8125 4317	2084 26.0500 4533	2188 27.3500 4759	57,107
61.2	1809 22.6125 3935	1899 23.7375 4130	1994 24.9250 4337	2094 26.1750 4554	2199 27.4875 4783	57,394
61.3	1818 22.7250 3954	1909 23.8625 4152	2004 25.0500 4359	2104 26.3000 4576	2209 27.6125 4805	57,655
61.4	1827 22.8375 3974	1918 23.9750 4172	2014 25.1750 4380	2115 26.4375 4600	2221 27.7625 4831	57,968
61.5	1835 22.9375 3991	1927 24.0875 4191	2023 25.2875 4400	2124 26.5500 4620	2230 27.8750 4850	58,203
61.6	1844 23.0500 4011	1936 24.2000 4211	2033 25.4125 4422	2135 26.6875 4644	2242 28.0250 4876	58,516

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
61.7	1853 23.1625 4030	1946 24.3250 4233	2043 25.5375 4444	2145 26.8125 4665	2252 28.1500 4898	58,777
61.8	1862 23.2750 4050	1955 24.4375 4252	2053 25.6625 4465	2156 26.9500 4689	2264 28.3000 4924	59,090
61.9	1871 23.3875 4069	1965 24.5625 4274	2063 25.7875 4487	2166 27.0750 4711	2274 28.4250 4946	59,351
62.0	1881 23.5125 4091	1975 24.6875 4296	2074 25.9250 4511	2178 27.2250 4737	2287 28.5875 4974	59,691
62.1	1890 23.6250 4111	1985 24.8125 4317	2084 26.0500 4533	2188 27.3500 4759	2297 28.7125 4996	59,952
62.2	1899 23.7375 4130	1994 24.9250 4337	2094 26.1750 4554	2199 27.4875 4783	2309 28.8625 5022	60,265
62.3	1909 23.8625 4152	2004 25.0500 4359	2104 26.3000 4576	2209 27.6125 4805	2319 28.9875 5044	60,526
62.4	1918 23.9750 4172	2014 25.1750 4380	2115 26.4375 4600	2221 27.7625 4831	2332 29.1500 5072	60,865
62.5	1927 24.0875 4191	2023 25.2875 4400	2124 26.5500 4620	2230 27.8750 4850	2342 29.2750 5094	61,126
62.6	1936 24.2000 4211	2033 25.4125 4422	2135 26.6875 4644	2242 28.0250 4876	2354 29.4250 5120	61,439
62.7	1946 24.3250 4233	2043 25.5375 4444	2145 26.8125 4665	2252 28.1500 4898	2365 29.5625 5144	61,727

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
62.8	1955 24.4375 4252	2053 25.6625 4465	2156 26.9500 4689	2264 28.3000 4924	2377 29.7125 5170	62,040
62.9	1965 24.5625 4274	2063 25.7875 4487	2166 27.0750 4711	2274 28.4250 4946	2388 29.8500 5194	62,327
63.0	1975 24.6875 4296	2074 25.9250 4511	2178 27.2250 4737	2287 28.5875 4974	2401 30.0125 5222	62,666
63.1	1985 24.8125 4317	2084 26.0500 4533	2188 27.3500 4759	2297 28.7125 4996	2412 30.1500 5246	62,953
63.2	1994 24.9250 4337	2094 26.1750 4554	2199 27.4875 4783	2309 28.8625 5022	2424 30.3000 5272	63,266
63.3	2004 25.0500 4359	2104 26.3000 4576	2209 27.6125 4805	2319 28.9875 5044	2435 30.4375 5296	63,554
63.4	2014 25.1750 4380	2115 26.4375 4600	2221 27.7625 4831	2332 29.1500 5072	2449 30.6125 5327	63,919
63.5	2023 25.2875 4400	2124 26.5500 4620	2230 27.8750 4850	2342 29.2750 5094	2459 30.7375 5348	64,180
63.6	2033 25.4125 4422	2135 26.6875 4644	2242 28.0250 4876	2354 29.4250 5120	2472 30.9000 5377	64,519
63.7	2043 25.5375 4444	2145 26.8125 4665	2252 28.1500 4898	2365 29.5625 5144	2483 31.0375 5401	64,806
63.8	2053 25.6625 4465	2156 26.9500 4689	2264 28.3000 4924	2377 29.7125 5170	2496 31.2000 5429	65,146

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
63.9	2063 25.7875 4487	2166 27.0750 4711	2274 28.4250 4946	2388 29.8500 5194	2507 31.3375 5453	65,433
64.0	2074 25.9250 4511	2178 27.2250 4737	2287 28.5875 4974	2401 30.0125 5222	2521 31.5125 5483	65,798
64.1	2084 26.0500 4533	2188 27.3500 4759	2297 28.7125 4996	2412 30.1500 5246	2533 31.6625 5509	66,111
64.2	2094 26.1750 4554	2199 27.4875 4783	2309 28.8625 5022	2424 30.3000 5272	2545 31.8125 5535	66,425
64.3	2104 26.3000 4576	2209 27.6125 4805	2319 28.9875 5044	2435 30.4375 5296	2557 31.9625 5561	66,738
64.4	2115 26.4375 4600	2221 27.7625 4831	2332 29.1500 5072	2449 30.6125 5327	2571 32.1375 5592	67,103
64.5	2124 26.5500 4620	2230 27.8750 4850	2342 29.2750 5094	2459 30.7375 5348	2582 32.2750 5616	67,390
64.6	2135 26.6875 4644	2242 28.0250 4876	2354 29.4250 5120	2472 30.9000 5377	2596 32.4500 5646	67,756
64.7	2145 26.8125 4665	2252 28.1500 4898	2365 29.5625 5144	2483 31.0375 5401	2607 32.5875 5670	68,043
64.8	2156 26.9500 4689	2264 28.3000 4924	2377 29.7125 5170	2496 31.2000 5429	2621 32.7625 5701	68,408
64.9	2166 27.0750 4711	2274 28.4250 4946	2388 29.8500 5194	2507 31.3375 5453	2632 32.9000 5725	68,695

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
65.0	2178 27.2250 4737	2287 28.5875 4974	2401 30.0125 5222	2521 31.5125 5483	2647 33.0875 5757	69,087
65.1	2188 27.3500 4759	2297 28.7125 4996	2412 30.1500 5246	2533 31.6625 5509	2660 33.2500 5786	69,426
65.2	2199 27.4875 4783	2309 28.8625 5022	2424 30.3000 5272	2545 31.8125 5535	2672 33.4000 5812	69,739
65.3	2209 27.6125 4805	2319 28.9875 5044	2435 30.4375 5296	2557 31.9625 5561	2685 33.5625 5840	70,079
65.4	2221 27.7625 4831	2332 29.1500 5072	2449 30.6125 5327	2571 32.1375 5592	2700 33.7500 5873	70,470
65.5	2230 27.8750 4850	2342 29.2750 5094	2459 30.7375 5348	2582 32.2750 5616	2711 33.8875 5896	70,757
65.6	2242 28.0250 4876	2354 29.4250 5120	2472 30.9000 5377	2596 32.4500 5646	2726 34.0750 5929	71,149
65.7	2252 28.1500 4898	2365 29.5625 5144	2483 31.0375 5401	2607 32.5875 5670	2737 34.2125 5953	71,436
65.8	2264 28.3000 4924	2377 29.7125 5170	2496 31.2000 5429	2621 32.7625 5701	2752 34.4000 5986	71,827
65.9	2274 28.4250 4946	2388 29.8500 5194	2507 31.3375 5453	2632 32.9000 5725	2764 34.5500 6012	72,140
66.0	2287 28.5875 4974	2401 30.0125 5222	2521 31.5125 5483	2647 33.0875 5757	2779 34.7375 6044	72,532

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
66.1	2297 28.7125 4996	2412 30.1500 5246	2533 31.6625 5509	2660 33.2500 5786	2793 34.9125 6075	72,897
66.2	2309 28.8625 5022	2424 30.3000 5272	2545 31.8125 5535	2672 33.4000 5812	2806 35.0750 6103	73,237
66.3	2319 28.9875 5044	2435 30.4375 5296	2557 31.9625 5561	2685 33.5625 5840	2819 35.2375 6131	73,576
66.4	2332 29.1500 5072	2449 30.6125 5327	2571 32.1375 5592	2700 33.7500 5873	2835 35.4375 6166	73,994
66.5	2342 29.2750 5094	2459 30.7375 5348	2582 32.2750 5616	2711 33.8875 5896	2847 35.5875 6192	74,307
66.6	2354 29.4250 5120	2472 30.9000 5377	2596 32.4500 5646	2726 34.0750 5929	2862 35.7750 6225	74,698
66.7	2365 29.5625 5144	2483 31.0375 5401	2607 32.5875 5670	2737 34.2125 5953	2874 35.9250 6251	75,011
66.8	2377 29.7125 5170	2496 31.2000 5429	2621 32.7625 5701	2752 34.4000 5986	2890 36.1250 6286	75,429
66.9	2388 29.8500 5194	2507 31.3375 5453	2632 32.9000 5725	2764 34.5500 6012	2902 36.2750 6312	75,742
67.0	2401 30.0125 5222	2521 31.5125 5483	2647 33.0875 5757	2779 34.7375 6044	2918 36.4750 6347	76,160
67.1	2412 30.1500 5246	2533 31.6625 5509	2660 33.2500 5786	2793 34.9125 6075	2933 36.6625 6379	76,551

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
67.2	2424 30.3000 5272	2545 31.8125 5535	2672 33.4000 5812	2806 35.0750 6103	2946 36.8250 6408	76,891
67.3	2435 30.4375 5296	2557 31.9625 5561	2685 33.5625 5840	2819 35.2375 6131	2960 37.0000 6438	77,256
67.4	2449 30.6125 5327	2571 32.1375 5592	2700 33.7500 5873	2835 35.4375 6166	2977 37.2125 6475	77,700
67.5	2459 30.7375 5348	2582 32.2750 5616	2711 33.8875 5896	2847 35.5875 6192	2989 37.3625 6501	78,013
67.6	2472 30.9000 5377	2596 32.4500 5646	2726 34.0750 5929	2862 35.7750 6225	3005 37.5625 6536	78,431
67.7	2483 31.0375 5401	2607 32.5875 5670	2737 34.2125 5953	2874 35.9250 6251	3018 37.7250 6564	78,770
67.8	2496 31.2000 5429	2621 32.7625 5701	2752 34.4000 5986	2890 36.1250 6286	3035 37.9375 6601	79,214
67.9	2507 31.3375 5453	2632 32.9000 5725	2764 34.5500 6012	2902 36.2750 6312	3047 38.0875 6627	79,527
68.0	2521 31.5125 5483	2647 33.0875 5757	2779 34.7375 6044	2918 36.4750 6347	3064 38.3000 6664	79,970
68.1	2533 31.6625 5509	2660 33.2500 5786	2793 34.9125 6075	2933 36.6625 6379	3080 38.5000 6699	80,388
68.2	2545 31.8125 5535	2672 33.4000 5812	2806 35.0750 6103	2946 36.8250 6408	3093 38.6625 6727	80,727

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
68.3	2557 31.9625 5561	2685 33.5625 5840	2819 35.2375 6131	2960 37.0000 6438	3108 38.8500 6760	81,119
68.4	2571 32.1375 5592	2700 33.7500 5873	2835 35.4375 6166	2977 37.2125 6475	3126 39.0750 6799	81,589
68.5	2582 32.2750 5616	2711 33.8875 5896	2847 35.5875 6192	2989 37.3625 6501	3138 39.2250 6825	81,902
68.6	2596 32.4500 5646	2726 34.0750 5929	2862 35.7750 6225	3005 37.5625 6536	3155 39.4375 6862	82,346
68.7	2607 32.5875 5670	2737 34.2125 5953	2874 35.9250 6251	3018 37.7250 6564	3169 39.6125 6893	82,711
68.8	2621 32.7625 5701	2752 34.4000 5986	2890 36.1250 6286	3035 37.9375 6601	3187 39.8375 6932	83,181
68.9	2632 32.9000 5725	2764 34.5500 6012	2902 36.2750 6312	3047 38.0875 6627	3199 39.9875 6958	83,494
69.0	2647 33.0875 5757	2779 34.7375 6044	2918 36.4750 6347	3064 38.3000 6664	3217 40.2125 6997	83,964
69.1	2660 33.2500 5786	2793 34.9125 6075	2933 36.6625 6379	3080 38.5000 6699	3234 40.4250 7034	84,407
69.2	2672 33.4000 5812	2806 35.0750 6103	2946 36.8250 6408	3093 38.6625 6727	3248 40.6000 7064	84,773
69.3	2685 33.5625 5840	2819 35.2375 6131	2960 37.0000 6438	3108 38.8500 6760	3263 40.7875 7097	85,164

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
69.4	2700 33.7500 5873	2835 35.4375 6166	2977 37.2125 6475	3126 39.0750 6799	3282 41.0250 7138	85,660
69.5	2711 33.8875 5896	2847 35.5875 6192	2989 37.3625 6501	3138 39.2250 6825	3295 41.1875 7167	86,000
69.6	2726 34.0750 5929	2862 35.7750 6225	3005 37.5625 6536	3155 39.4375 6862	3313 41.4125 7206	86,469
69.7	2737 34.2125 5953	2874 35.9250 6251	3018 37.7250 6564	3169 39.6125 6893	3327 41.5875 7236	86,835
69.8	2752 34.4000 5986	2890 36.1250 6286	3035 37.9375 6601	3187 39.8375 6932	3346 41.8250 7278	87,331
69.9	2764 34.5500 6012	2902 36.2750 6312	3047 38.0875 6627	3199 39.9875 6958	3359 41.9875 7306	87,670
70.0	2779 34.7375 6044	2918 36.4750 6347	3064 38.3000 6664	3217 40.2125 6997	3378 42.2250 7347	88,166
70.1	2793 34.9125 6075	2933 36.6625 6379	3080 38.5000 6699	3234 40.4250 7034	3396 42.4500 7386	88,636
70.2	2806 35.0750 6103	2946 36.8250 6408	3093 38.6625 6727	3248 40.6000 7064	3410 42.6250 7417	89,001
70.3	2819 35.2375 6131	2960 37.0000 6438	3108 38.8500 6760	3263 40.7875 7097	3426 42.8250 7452	89,419
70.4	2835 35.4375 6166	2977 37.2125 6475	3126 39.0750 6799	3282 41.0250 7138	3446 43.0750 7495	89,941

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
70.5	2847	2989	3138	3295	3460	90,306
	35.5875	37.3625	39.2250	41.1875	43.2500	
	6192	6501	6825	7167	7526	
70.6	2862	3005	3155	3313	3479	90,802
	35.7750	37.5625	39.4375	41.4125	43.4875	
	6225	6536	6862	7206	7567	
70.7	2874	3018	3169	3327	3493	91,167
	35.9250	37.7250	39.6125	41.5875	43.6625	
	6251	6564	6893	7236	7597	
70.8	2890	3035	3187	3346	3513	91,689
	36.1250	37.9375	39.8375	41.8250	43.9125	
	6286	6601	6932	7278	7641	
70.9	2902	3047	3199	3359	3527	92,055
	36.2750	38.0875	39.9875	41.9875	44.0875	
	6312	6627	6958	7306	7671	
71.0	2918	3064	3217	3378	3547	92,577
	36.4750	38.3000	40.2125	42.2250	44.3375	
	6347	6664	6997	7347	7715	
71.1	2933	3080	3234	3396	3566	93,073
	36.6625	38.5000	40.4250	42.4500	44.5750	
	6379	6699	7034	7386	7756	
71.2	2946	3093	3248	3410	3581	93,464
	36.8250	38.6625	40.6000	42.6250	44.7625	
	6408	6727	7064	7417	7789	
71.3	2960	3108	3263	3426	3597	93,882
	37.0000	38.8500	40.7875	42.8250	44.9625	
	6438	6760	7097	7452	7823	
71.4	2977	3126	3282	3446	3618	94,430
	37.2125	39.0750	41.0250	43.0750	45.2250	
	6475	6799	7138	7495	7869	
71.5	2989	3138	3295	3460	3633	94,821
	37.3625	39.2250	41.1875	43.2500	45.4125	
	6501	6825	7167	7526	7902	

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
71.6	3005 37.5625 6536	3155 39.4375 6862	3313 41.4125 7206	3479 43.4875 7567	3653 45.6625 7945	95,343
71.7	3018 37.7250 6564	3169 39.6125 6893	3327 41.5875 7236	3493 43.6625 7597	3668 45.8500 7978	95,735
71.8	3035 37.9375 6601	3187 39.8375 6932	3346 41.8250 7278	3513 43.9125 7641	3689 46.1125 8024	96,283
71.9	3047 38.0875 6627	3199 39.9875 6958	3359 41.9875 7306	3527 44.0875 7671	3703 46.2875 8054	96,648
72.0	3064 38.3000 6664	3217 40.2125 6997	3378 42.2250 7347	3547 44.3375 7715	3724 46.5500 8100	97,196
72.1	3080 38.5000 6699	3234 40.4250 7034	3396 42.4500 7386	3566 44.5750 7756	3744 46.8000 8143	97,718
72.2	3093 38.6625 6727	3248 40.6000 7064	3410 42.6250 7417	3581 44.7625 7789	3760 47.0000 8178	98,136
72.3	3108 38.8500 6760	3263 40.7875 7097	3426 42.8250 7452	3597 44.9625 7823	3777 47.2125 8215	98,580
72.4	3126 39.0750 6799	3282 41.0250 7138	3446 43.0750 7495	3618 45.2250 7869	3799 47.4875 8263	99,154
72.5	3138 39.2250 6825	3295 41.1875 7167	3460 43.2500 7526	3633 45.4125 7902	3815 47.6875 8298	99,572
72.6	3155 39.4375 6862	3313 41.4125 7206	3479 43.4875 7567	3653 45.6625 7945	3836 47.9500 8343	100,120

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
72.7	3169 39.6125 6893	3327 41.5875 7236	3493 43.6625 7597	3668 45.8500 7978	3851 48.1375 8376	100,511
72.8	3189 39.8625 6936	3346 41.8250 7278	3513 43.9125 7641	3689 46.1125 8024	3873 48.4125 8424	101,085
72.9	3199 39.9875 6958	3359 41.9875 7306	3527 44.0875 7671	3704 46.3000 8056	3888 48.6000 8456	101,477
73.0	3217 40.2125 6997	3378 42.2250 7347	3547 44.3375 7715	3724 46.5500 8100	3910 48.8750 8504	102,051
73.1	3234 40.4250 7034	3396 42.4500 7386	3566 44.5750 7756	3744 46.8000 8143	3931 49.1375 8550	102,599
73.2	3248 40.6000 7064	3410 42.6250 7417	3581 44.7625 7789	3760 47.0000 8178	3948 49.3500 8587	103,043
73.3	3263 40.7875 7097	3426 42.8250 7452	3597 44.9625 7823	3777 47.2125 8215	3966 49.5750 8626	103,513
73.4	3282 41.0250 7138	3446 43.0750 7495	3618 45.2250 7869	3799 47.4875 8263	3989 49.8625 8676	104,113
73.5	3295 41.1875 7167	3460 43.2500 7526	3633 45.4125 7902	3815 47.6875 8298	4006 50.0750 8713	104,557
73.6	3313 41.4125 7206	3479 43.4875 7567	3653 45.6625 7945	3836 47.9500 8343	4028 50.3500 8761	105,131
73.7	3327 41.5875 7236	3493 43.6625 7597	3668 45.8500 7978	3851 48.1375 8376	4044 50.5500 8796	105,548

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
73.8	3346 41.8250 7278	3513 43.9125 7641	3689 46.1125 8024	3873 48.4125 8424	4067 50.8375 8846	106,149
73.9	3359 41.9875 7306	3527 44.0875 7671	3703 46.2875 8054	3888 48.6000 8456	4082 51.0250 8878	106,540
74.0	3378 42.2250 7347	3547 44.3375 7715	3724 46.5500 8100	3910 48.8750 8504	4106 51.3250 8931	107,167
74.1	3396 42.4500 7386	3566 44.5750 7756	3744 46.8000 8143	3931 49.1375 8550	4128 51.6000 8978	107,741
74.2	3410 42.6250 7417	3581 44.7625 7789	3760 47.0000 8178	3948 49.3500 8587	4145 51.8125 9015	108,185
74.3	3426 42.8250 7452	3597 44.9625 7823	3777 47.2125 8215	3966 49.5750 8626	4164 52.0500 9057	108,680
74.4	3446 43.0750 7495	3618 45.2250 7869	3799 47.4875 8263	3989 49.8625 8676	4188 52.3500 9109	109,307
74.5	3460 43.2500 7526	3633 45.4125 7902	3815 47.6875 8298	4006 50.0750 8713	4206 52.5750 9148	109,777
74.6	3479 43.4875 7567	3653 45.6625 7945	3836 47.9500 8343	4028 50.3500 8761	4229 52.8625 9198	110,377
74.7	3493 43.6625 7597	3668 45.8500 7978	3851 48.1375 8376	4044 50.5500 8796	4246 53.0750 9235	110,821
74.8	3513 43.9125 7641	3689 46.1125 8024	3873 48.4125 8424	4067 50.8375 8846	4270 53.3750 9287	111,447

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
74.9	3527	3704	3888	4082	4286	111,865
	44.0875	46.3000	48.6000	51.0250	53.5750	
	7671	8056	8456	8878	9322	
75.0	3547	3724	3910	4106	4311	112,517
	44.3375	46.5500	48.8750	51.3250	53.8875	
	7715	8100	8504	8931	9376	
75.1	3566	3744	3931	4128	4334	113,117
	44.5750	46.8000	49.1375	51.6000	54.1750	
	7756	8143	8550	8978	9426	
75.2	3581	3760	3948	4145	4352	113,587
	44.7625	47.0000	49.3500	51.8125	54.4000	
	7789	8178	8587	9015	9466	
75.3	3597	3777	3966	4164	4372	114,109
	44.9625	47.2125	49.5750	52.0500	54.6500	
	7823	8215	8626	9057	9509	
75.4	3618	3799	3989	4188	4397	114,762
	45.2250	47.4875	49.8625	52.3500	54.9625	
	7869	8263	8676	9109	9563	
75.5	3633	3815	4006	4206	4416	115,258
	45.4125	47.6875	50.0750	52.5750	55.2000	
	7902	8298	8713	9148	9605	
75.6	3653	3836	4028	4229	4440	115,884
	45.6625	47.9500	50.3500	52.8625	55.5000	
	7945	8343	8761	9198	9657	
75.7	3668	3851	4044	4246	4458	116,354
	45.8500	48.1375	50.5500	53.0750	55.7250	
	7978	8376	8796	9235	9696	
75.8	3689	3873	4067	4270	4484	117,032
	46.1125	48.4125	50.8375	53.3750	56.0500	
	8024	8424	8846	9287	9753	
75.9	3703	3888	4082	4286	4500	117,450
	46.2875	48.6000	51.0250	53.5750	56.2500	
	8054	8456	8878	9322	9788	

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
76.0	3724 46.5500 8100	3910 48.8750 8504	4106 51.3250 8931	4311 53.8875 9376	4527 56.5875 9846	118,155
76.1	3744 46.8000 8143	3931 49.1375 8550	4128 51.6000 8978	4334 54.1750 9426	4551 56.8875 9898	118,781
76.2	3760 47.0000 8178	3948 49.3500 8587	4145 51.8125 9015	4352 54.4000 9466	4570 57.1250 9940	119,277
76.3	3777 47.2125 8215	3966 49.5750 8626	4164 52.0500 9057	4372 54.6500 9509	4591 57.3875 9985	119,825
76.4	3799 47.4875 8263	3989 49.8625 8676	4188 52.3500 9109	4397 54.9625 9563	4617 57.7125 0042	120,504
76.5	3815 47.6875 8298	4006 50.0750 8713	4206 52.5750 9148	4416 55.2000 9605	4637 57.9625 0085	121,026
76.6	3836 47.9500 8343	4028 50.3500 8761	4229 52.8625 9198	4440 55.5000 9657	4662 58.2750 0140	121,678
76.7	3851 48.1375 8376	4044 50.5500 8796	4246 53.0750 9235	4458 55.7250 9696	4681 58.5125 0181	122,174
76.8	3873 48.4125 8424	4067 50.8375 8846	4270 53.3750 9287	4484 56.0500 9753	4708 58.8500 0240	122,879
76.9	3888 48.6000 8456	4082 51.0250 8878	4286 53.5750 9322	4500 56.2500 9788	4725 59.0625 0277	123,323
77.0	3910 48.8750 8504	4106 51.3250 8931	4311 53.8875 9376	4527 56.5875 9846	4753 59.4125 0338	124,053

REPORT SAE756

BIWEEKLY/HOURLY SCHEDULE PLAN OF SENIORITY INCREMENTS

SCHEDULE	STEP 1 BI-WEEKLY HOURLY MONTHLY	STEP 2 BI-WEEKLY HOURLY MONTHLY	STEP 3 BI-WEEKLY HOURLY MONTHLY	STEP 4 BI-WEEKLY HOURLY MONTHLY	STEP 5 BI-WEEKLY HOURLY MONTHLY	APPROX. MAX ANNUAL EQUIV.
77.1	3931 49.1375 8550	4128 51.6000 8978	4334 54.1750 9426	4551 56.8875 9898	4779 59.7375 0394	124,732
77.2	3948 49.3500 8587	4145 51.8125 9015	4352 54.4000 9466	4570 57.1250 9940	4799 59.9875 0438	125,254
77.3	3966 49.5750 8626	4164 52.0500 9057	4372 54.6500 9509	4591 57.3875 9985	4821 60.2625 0486	125,828
77.4	3989 49.8625 8676	4188 52.3500 9109	4397 54.9625 9563	4617 57.7125 0042	4848 60.6000 0544	126,533
77.5	4006 50.0750 8713	4206 52.5750 9148	4416 55.2000 9605	4637 57.9625 0085	4869 60.8625 0590	127,081

CLASS	TITLE		BENCHMARK	PAGE
5285	AIRPORT NOISE ABATEMENT OFFICER.....	Z	9220	71
9222	AIRPORT OPERATIONS COORDINATOR.....	Z	9220	71
9226	AIRPORT OPERATIONS SUPERINTENDENT.....	Z	9220	71
9220	AIRPORT OPERATIONS SUPERVISOR.....		9220	71
9216	AIRPORT POLICE CAPTAIN.....		8304	68
9215	AIRPORT POLICE LIEUTENANT.....		8304	68
9210	AIRPORT POLICE OFFICER.....		8304	68
9211	AIRPORT POLICE SERGEANT.....		8304	68
9206	AIRPORT PROPERTY SPECIALIST I.....	Z	4261	42
9207	AIRPORT PROPERTY SPECIALIST II.....	Z	4261	42
2526	AMBULANCE DRIVER.....		2312	24
3320	ANIMAL KEEPER.....		7514	59
7331	APPRENTICE MAINTENANCE MACHINIST.....		7381	57
7333	APPRENTICE STATIONARY ENGINEER.....		7334	50
7375	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		7334	50
3130	ARBORETUM DIRECTOR.....	Z	7514	59
5268	ARCHITECT.....	Z	5204	44
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	5204	43
5260	ARCHITECTURAL ASSISTANT I.....		5204	44
5261	ARCHITECTURAL ASSISTANT II.....		5204	44
5265	ARCHITECTURAL ASSOCIATE I.....	Z	5204	44
5266	ARCHITECTURAL ASSOCIATE II.....	Z	5204	44
3464	AREA SUPV, PARKS SQUARES AND FACILITIES.	Z	7514	59
7220	ASPHALT FINISHER SUPERVISOR I.....		7514	59
7404	ASPHALT FINISHER.....		7514	60
7221	ASPHALT PLANT SUPERVISOR I.....		7328	49
7502	ASPHALT WORKER.....		7514	60
4202	ASSESSMENT CLERK.....		1444	7
4290	ASSESSOR.....	Z	9998	74
1814	ASSISTANT ACTUARY.....	Z	1842	16
3216	ASSISTANT AQUATICS SUPERVISOR.....		3284	16
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	8176	63
8183	ASSISTANT CHIEF ATTORNEY II (CIVIL AND C	Z	8176	63
1832	ASSISTANT CHIEF OF INVESTMENTS.....	Z	1842	17
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.	Z	4261	42
5122	ASSISTANT CITY ARCHITECT.....	Z	9998	74
1608	ASSISTANT CITY LIBRARIAN.....	Z	9998	74
5204	ASSISTANT CIVIL ENGINEER.....	Z	5204	43
8148	ASSISTANT CLAIMS AGENT.....	Z	8146	62
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS...		1444	8
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	Z	8146	62
2600	ASSISTANT COOK.....		2604	26
8316	ASSISTANT COUNSELOR.....		8320	65
1136	ASSISTANT COUNTY CLERK.....	Z	9998	74
8112	ASSISTANT COURT CLERK.....		1446	8

CLASS	TITLE		BENCHMARK	PAGE
1630	ACCOUNT CLERK		1444	7
1650	ACCOUNTANT	Z	1652	11
1638	ACCOUNTING MACHINE OPERATOR		1444	7
1810	ACTUARIAL CLERK		1444	7
1816	ACTUARY	Z	1842	16
2565	ACUPUNCTURIST	Z	2312	24
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	9998	72
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z	1842	16
1809	ADMIN ASST. TO SUPERINTENDENT OF SCHOOLS	Z	1842	16
1556	ADMIN SECRETARY, CITY PLANNING COMM	Z	1842	16
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM	Z	1842	16
1822	ADMINISTRATIVE ANALYST	Z	1842	16
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY	Z	1842	17
2660	ADMINISTRATIVE CHEF	Z	2604	30
2581	ADMINISTRATIVE CORONER	Z	9998	73
2438	ADMINISTRATIVE DIRECTOR RADIOLOGY	Z	2426	25
5174	ADMINISTRATIVE ENGINEER	Z	5204	43
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR		1842	16
1526	ADMINISTRATIVE SECRETARY		1444	6
9380	ADMINISTRATIVE SERVICE OFFICER, PORT	Z	1652	11
4174	ADMINISTRATOR, ASSESSMENT APPEALS BOARD	Z	1842	17
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL	Z	9998	73
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV	Z	7344	51
1114	ADMINISTRATOR, RETIREMENT SERVICES	Z	1842	16
1164	ADMINISTRATOR, SFGH MEDICAL CENTER	Z	1164	1
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM	Z	1233	2
1235	AFFIRMATIVE ACTION COORDINATOR	Z	1233	2
1233	AFFIRMATIVE ACTION SPECIALIST	Z	1233	2
3484	AGRICULTURAL DIVISION LAND AGENT	Z	4261	42
3450	AGRICULTURAL INSPECTOR		3450	38
9212	AIRFIELD SAFETY OFFICER		9220	71
9258	AIRPORT ASST DEPUTY DIRECTOR, BUS ADMIN.	Z	9220	71
9256	AIRPORT ASST GEN MGR, OPERATIONS & MAINT	Z	9220	71
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL	Z	9220	71
9205	AIRPORT COMMUNICATIONS COORDINATOR	Z	8238	66
9202	AIRPORT COMMUNICATIONS OPERATOR		8238	66
9204	AIRPORT COMMUNICATIONS SUPERVISOR		8238	66
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR		2708	32
9255	AIRPORT ECONOMIC PLANNER	Z	9220	71
9241	AIRPORT ELECTRICIAN SUPERVISOR		7345	53
9240	AIRPORT ELECTRICIAN		7345	53
9248	AIRPORT FACILITIES SERVICES MANAGER	Z	9220	71
9252	AIRPORT MAINTENANCE SUPERINTENDENT	Z	9220	71
9250	AIRPORT MAINTENANCE SUPERVISOR	Z	9220	71
9232	AIRPORT MECHANICAL MAINTENANCE SUPV		7334	50

CLASS	TITLE		BENCHMARK	PAGE
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I..	Z	1842	17
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II.	Z	1842	17
4144	ASSISTANT DIRECTOR OF PROPERTY.....	Z	9998	74
3432	ASSISTANT DIRECTOR, ARBORETUM.....	Z	7514	59
1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	9998	72
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	8320	69
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	8320	69
1248	ASSISTANT DIVISION MANAGER, PERSONNEL...	Z	1242	3
5236	ASSISTANT ELECTRICAL ENGINEER.....	Z	5204	44
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	9998	72
3138	ASSISTANT GENERAL MGR FOR ADMIN.....	Z	9998	73
2785	ASSISTANT GENERAL SERVICES MANAGER.....		2708	32
3322	ASSISTANT HEAD ANIMAL KEEPER.....		7514	59
2819	ASSISTANT HEALTH EDUCATOR.....	Z	1314	4
5272	ASSISTANT LANDSCAPE ARCHITECT.....	Z	5204	44
5252	ASSISTANT MECHANICAL ENGINEER.....	Z	5204	44
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....	Z	8440	70
1240	ASSISTANT PERSONNEL ANALYST.....	Z	1242	3
7408	ASSISTANT POWER HOUSE OPERATOR.....		7345	53
1950	ASSISTANT PURCHASER.....	Z	1952	21
3287	ASSISTANT RECREATION SUPERVISOR.....	Z	3284	36
1812	ASSISTANT RETIREMENT ANALYST.....	Z	1842	16
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	1242	3
8315	ASSISTANT SHERIFF.....		8304	68
1871	ASSISTANT SOFTWARE ANALYST.....	Z	1872	19
1932	ASSISTANT STOREKEEPER.....		1934	20
3292	ASSISTANT SUPERINTENDENT, RECREATION....	Z	3284	36
8115	ASSISTANT SUPERVISING COURT CLERK.....		1444	8
5192	ASSISTANT TO DIRECTOR OF PUBLIC WORKS...	Z	9998	74
9782	ASSISTANT TO MAYOR I.....	Z	1842	18
9784	ASSISTANT TO MAYOR II.....	Z	1842	18
9786	ASSISTANT TO MAYOR III.....	Z	1842	18
9788	ASSISTANT TO MAYOR IV.....	Z	1842	18
9790	ASSISTANT TO MAYOR V.....	Z	1842	18
9792	ASSISTANT TO MAYOR VI.....	Z	1842	18
9794	ASSISTANT TO MAYOR VII.....	Z	1842	18
2456	ASSISTANT TOXICOLOGIST.....	Z	2444	26
5228	ASSISTANT TRAFFIC ENGINEER.....	Z	5204	43
5222	ASSISTANT WATER PURIFICATION ENGINEER...	Z	5204	43
1281	ASSOC AFFIRMATIVE ACTION COORDINATOR....	Z	1242	2
7372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION...	Z	5204	46
5133	ASSOC MGR,BUR OF WATER POLLUTION CONTROL	Z	5204	43
1584	ASSOCIATE AUDITOR.....	Z	1652	11
5206	ASSOCIATE CIVIL ENGINEER.....	Z	5204	43
2116	ASSOCIATE DIRECTOR MEDICAL RECORDS.....	Z	1444	7

CLASS	TITLE		BENCHMARK	PAGE
5238	ASSOCIATE ELECTRICAL ENGINEER.....	Z	5204	44
5205	ASSOCIATE MATERIALS ENGINEER.....	Z	5204	43
5254	ASSOCIATE MECHANICAL ENGINEER.....	Z	5204	44
1491	ASSOCIATE REGISTRAR, SFJCD.....	Z	1842	16
5247	ASSOCIATE SANITARY ENGINEER.....	Z	5204	44
5229	ASSOCIATE TRAFFIC ENGINEER.....	Z	5204	44
5224	ASSOCIATE WATER PURIFICATION ENGINEER...		5204	43
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS....	Z	9998	73
5267	ASST AIRPORT NOISE ABATEMENT OFFICER....	Z	9220	71
8149	ASST CHIEF DIST ATTORNEY'S INVESTIGATOR.	Z	8146	61
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR....	Z	4261	42
8416	ASST CHIEF PROBATION OFFICER, JUV COURT.	Z	9998	75
4210	ASST CHIEF TECHNICAL AND ASSESMENT SERV.	Z	4261	42
1760	ASST CHIEF, COMPUT OPER AND SUPPORT SERV	Z	1736	13
8160	ASST CHIEF, FAMILY SUPPORT INVESTIGATOR.	Z	8146	61
1856	ASST CONTROL SUPERVISOR, EDP.....		1720	12
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING).	Z	5278	47
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS.	Z	5278	47
1589	ASST DIR, ADMIN CENTER FOR ASIAN ART....	Z	1842	17
8727	ASST DIR, BUR OF ENVIRON HEALTH SERV....	Z	8146	61
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE....	Z	9998	74
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	9998	72
3467	ASST DIRECTOR, GOLF COURSE MAINTENANCE..	Z	7514	59
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS...	Z	3284	36
2969	ASST DIRECTOR, SOC SERVICES PROGRAMS....	Z	9998	73
1681	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	9998	72
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	1242	3
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	5204	43
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	5204	43
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN..		7345	53
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION.	Z	1652	11
1845	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC..	Z	9998	73
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC.	Z	9998	72
2971	ASST GENERAL MANAGER, DEPT OF SOC SERV..	Z	9998	73
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	9998	74
7102	ASST PARK SUPT FOR STRUCTURAL MAINT.....	Z	7344	51
1111	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN.	Z	9998	72
3286	ASST RECREATION DIRECTOR (PART TIME)....		3284	36
4345	ASST RENTAL MANAGER, PORT OF SF.....		4261	42
8464	ASST SECRETARY, COUNTY PAROLE COMM.....		8440	70
5175	ASST SUPT, BUILDING INSPECTION ADM.....	Z	5204	43
7362	ASST SUPT, HARBOR MAINT, BLDGS AND STS..	Z	7355	56
7361	ASST SUPT, HARBOR MAINT, ELECTRICAL.....	Z	7355	56
7367	ASST SUPT, HARBOR MAINT, PIERS AND WHARV	Z	7355	56
7406	ASST SUPT, PARKS SQUARES AND FACILITIES.	Z	7514	59

CLASS	TITLE		BENCHMARK	PAGE
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	5204	43
5106	ASST TO DIR OF BUILDINGS AND GROUNDS, SF	Z	7334	50
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	1314	4
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	1314	4
1859	ASST TO THE DIRECTOR OF INFORMATION.....	Z	1314	4
2993	ASST TO THE DIRECTOR, COMM ON THE AGING.	Z	1842	17
3210	ATHLETIC ATTENDANT.....		3284	36
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	8176	63
8190	ATTORNEY, TAX COLLECTOR.....	Z	8176	63
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	8176	63
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN.....		1934	20
2540	AUDIOLOGIST.....	Z	2556	28
2538	AUDIOMETRIST.....	Z	2556	28
7322	AUTO BODY AND FENDER WORKER ASST SUPV...		7381	57
7264	AUTO BODY AND FENDER WORKER SUPV I.....		7381	57
7306	AUTOMOTIVE BODY AND FENDER WORKER.....		7381	57
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....		7381	57
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....		7381	57
7313	AUTOMOTIVE MACHINIST.....		7381	57
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR		7381	57
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....		7381	57
7381	AUTOMOTIVE MECHANIC.....		7381	57
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....		7381	57
7410	AUTOMOTIVE SERVICE WORKER.....		7381	57
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR.		7381	57
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....		7381	57
2416	BACTERIOLOGICAL LABORATORY ASSISTANT....		2312	24
2652	BAKER.....		2604	30
7303	BARBER.....		2312	24
7324	BEAUTICIAN.....		2312	24
7414	BLACKSMITH'S FINISHER.....		7381	57
7305	BLACKSMITH.....		7381	57
1778	BLUEPRINT AND REPRODUCTION MANAGER.....	Z	1760	14
6236	BOILER INSPECTOR.....		7347	55
4312	BOND AND COUPON SUPERVISOR.....		1444	7
7416	BOOK REPAIRER.....		3630	41
1436	BRAILLIST.....		1444	5
7307	BRICKLAYER.....		7514	60
7420	BRIDGETENDER.....		7334	50
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...		7334	50
8207	BUILDING AND GROUNDS PATROL OFFICER.....		8204	64
5217	BUILDING CODE ANALYST.....	Z	5204	43
6331	BUILDING INSPECTOR.....	Z	7344	51
5214	BUILDING PLANS ENGINEER.....	Z	5204	43
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT..		7334	50

CLASS	TITLE		BENCHMARK	PAGE
1832	BUSINESS MANAGER, CITY COLLEGE.....	Z	1652	11
8336	BUSINESS MANAGER, JUVENILE COURT.....	Z	1652	11
9385	BUSINESS SERVICE OFFICER, PORT OF SF....		1652	11
7223	CABLE MACHINERY SUPERVISOR.....		7334	50
7275	CABLE SPLICER SUPERVISOR I.....		7345	52
7308	CABLE SPLICER.....		7345	52
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)		1444	6
3264	CAMP ASSISTANT.....		3284	36
3266	CAMP MANAGER.....		3284	36
7224	CAR AND AUTO PAINTER SUPERVISOR I.....		7381	57
7309	CAR AND AUTO PAINTER.....		7381	57
7226	CARPENTER SUPERVISOR I.....		7344	51
7272	CARPENTER SUPERVISOR II.....		7344	51
7344	CARPENTER.....		7344	51
4378	CASH MANAGEMENT AND INVESTMENT OFFICER..	Z	1842	17
4320	CASHIER I.....		1444	7
4321	CASHIER II.....		1444	7
4322	CASHIER III.....		1444	7
4372	CASHIER, TAX COLLECTOR.....		1444	8
7227	CEMENT FINISHER SUPERVISOR I.....		7514	59
7211	CEMENT FINISHER SUPERVISOR II.....		7514	59
7311	CEMENT MASON.....		7514	60
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH...		2312	24
1217	CERTIFICATION SUPERVISOR.....		1444	5
7312	CHAUFFEUR.....		7355	56
2656	CHEF.....		2604	30
1658	CHIEF ACCOUNTANT.....	Z	1652	11
1182	CHIEF ADMINISTRATIVE OFFICER.....	Z	9998	72
8436	CHIEF ADULT PROBATION OFFICER.....	Z	9998	75
4269	CHIEF APPRAISER.....	Z	4261	42
4282	CHIEF ASSISTANT ASSESSOR.....	Z	9998	74
1680	CHIEF ASSISTANT CONTROLLER.....	Z	9998	72
4384	CHIEF ASSISTANT TREASURER.....	Z	9998	74
7144	CHIEF ASST CLERK, BOARD OF SUPERVISORS..	Z	9998	72
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)...	Z	8176	63
8184	CHIEF ATTORNEY II.....	Z	8176	63
1688	CHIEF AUDITOR.....	Z	1652	11
6334	CHIEF BUILDING INSPECTOR.....	Z	7344	51
1410	CHIEF CLERK.....	Z	1444	5
1133	CHIEF DEPUTY RECORDER.....	Z	9998	72
1129	CHIEF DEPUTY REGISTRAR OF VOTERS.....	Z	9998	72
2812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS		1444	7
8314	CHIEF DEPUTY SHERIFF.....	Z	8304	68
3828	CHIEF DIETITIAN.....	Z	2624	31
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR..	Z	8146	61

CLASS	TITLE		BENCHMARK	PAGE
6250	CHIEF ELECTRICAL INSPECTOR.....	Z	7345	52
8236	CHIEF FIRE ALARM DISPATCHER.....		8238	66
9379	CHIEF HARBOR ENGINEER.....	Z	5204	46
6274	CHIEF HOUSING INSPECTOR.....	Z	7344	51
4340	CHIEF INVESTIGATOR, TAX COLLECTOR.....		1444	8
1115	CHIEF INVESTMENT OFFICER.....	Z	1842	16
3638	CHIEF LIBRARIAN.....	Z	3630	41
2584	CHIEF MEDICAL EXAMINER - CORONER.....	Z	9998	73
2466	CHIEF MICROBIOLOGIST.....	Z	2444	26
8230	CHIEF MUSEUM GUARD.....		8204	64
3525	CHIEF MUSEUM PREPARATOR.....		3542	39
3430	CHIEF NURSERY SPECIALIST.....	Z	7514	59
4256	CHIEF OF ASSESSMENT STANDARDS.....	Z	4261	42
1880	CHIEF OF SYSTEMS.....	Z	1872	19
1279	CHIEF OF TECH SELECTION SERVICES.....	Z	1242	3
1226	CHIEF PAYROLL AND PERSONNEL CLERK.....		1444	5
4226	CHIEF PERSONAL PROPERTY AUDITOR.....	Z	4261	42
6244	CHIEF PLUMBING INSPECTOR.....	Z	7347	55
8418	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	9998	75
2934	CHIEF PSYCHIATRIC SOCIAL WORKER.....	Z	2910	35
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....		2426	25
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.		7334	50
7205	CHIEF STATIONARY ENGINEER.....		7334	50
5216	CHIEF SURVEYOR.....	Z	5204	43
1710	CHIEF TELEPHONE OPERATOR.....		8238	66
9125	CHIEF TRANSIT INFORMATION CLERK.....		1444	8
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	5204	43
7204	CHIEF WATER SERVICE INSPECTOR.....		1466	10
8150	CHIEF WELFARE FRAUD INVESTIGATOR.....	Z	8146	61
9357	CHIEF WHARFINGER.....	Z	1444	8
9218	CHIEF, BUREAU OF AIRPORT SECURITY.....	Z	8304	68
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	1314	4
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	1652	11
8161	CHIEF, FAMILY SUPPORT INVESTIGATOR.....	Z	8146	61
2925	CHIEF, MEDICAL SOCIAL SERVICES.....	Z	2910	35
2535	CHIEF, PARAMEDIC DIVISION.....	Z	2312	24
4212	CHIEF, TECHNICAL AND ASSESMENT SERVICES.	Z	4261	42
2444	CHILD WELFARE SUPERVISOR.....	Z	2910	35
2940	CHILD WELFARE WORKER.....	Z	2910	35
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT.		2604	30
2674	CHILDREN'S CENTER HOUSEPARENT.....		2604	30
5411	CITIZEN PARTICIPATION REHAB MONITOR.....	Z	5278	47
2975	CITIZEN'S COMPLAINT OFFICER.....	Z	1233	2
5124	CITY ARCHITECT.....	Z	9998	73
3644	CITY ARCHIVIST.....	Z	1630	13

CLASS	TITLE		BENCHMARK	PAGE
8197	CITY ATTORNEY	Z	9998	75
5158	CITY DISTRIBUTION DIV, ASST MANAGER	Z	5204	43
5160	CITY DISTRIBUTION DIVISION MANAGER	Z	5204	43
3670	CITY LIBRARIAN	Z	9998	74
5328	CITY PLANNING GRAPHICS AIDE		5204	45
5330	CITY PLANNING GRAPHICS SUPERVISOR		5204	45
5276	CITY PLANNING INTERN	Z	5278	47
7277	CITY SHOPS ASST SUPERINTENDENT	Z	7381	57
7150	CITY SHOPS GENERAL SUPERINTENDENT	Z	7381	57
5208	CIVIL ENGINEER	Z	5204	43
5360	CIVIL ENGINEERING ASSISTANT I		5204	45
5362	CIVIL ENGINEERING ASSISTANT II		5204	45
5364	CIVIL ENGINEERING ASSOCIATE I		5204	45
9157	CLAIMS ADJUSTER		8146	62
9155	CLAIMS INVESTIGATOR		8146	62
1474	CLAIMS PROCESS CLERK		1444	6
1494	CLERK I		1444	6
1495	CLERK II		1444	6
1496	CLERK III		1444	6
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK	Z	9998	72
1424	CLERK TYPIST		1444	5
1404	CLERK		1444	5
2444	CLINICAL LABORATORY TECHNOLOGIST	Z	2444	26
2454	CLINICAL PHARMACIST		2450	27
2574	CLINICAL PSYCHOLOGIST	Z	2574	29
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	9998	73
1948	CODING SUPERVISOR, PURCHASING DEPT		1934	20
4366	COLLECTION SUPERVISOR		1444	8
4306	COLLECTIONS CLERK		1444	7
3591	COLLEGE AIDE		3593	40
4310	COMMERCIAL DIV ASST SUPERVISOR		1444	7
1116	COMMERCIAL DIVISION ASSISTANT MANAGER	Z	1842	16
1118	COMMERCIAL DIVISION MANAGER	Z	1842	16
4311	COMMERCIAL DIVISION SUPERVISOR		1444	7
9396	COMMERCIAL PROPERTY MANAGER	Z	4261	42
7257	COMMUNICATION LINE SUPERVISOR I		7345	52
7273	COMMUNICATION LINE WORKER SUPV II		7345	52
9770	COMMUNITY DEVELOPMENT ASSISTANT	Z	5278	48
9772	COMMUNITY DEVELOPMENT SPECIALIST	Z	5278	48
9990	COMMUNITY LIAISON OFFICER (FACE)	Z	1314	4
9976	COMMUNITY RELATIONS SPECIALIST SFUSD	Z	3593	40
2951	COMMUNITY SERVICES COORDINATOR	Z	2910	35
9971	COMMUNITY WORKER		2910	35
8166	COMPENSATION CLAIMS SUPERVISOR	Z	8146	62
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR	Z	1736	13

CLASS	TITLE		BENCHMARK	PAGE
1741	COMPUTER OPERATIONS SUPERVISOR I.....	Z	1736	13
1739	COMPUTER OPERATIONS SUPERVISOR II.....	Z	1736	13
9307	COMPUTER OPERATIONS SUPERVISOR, PORT....		1872	19
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR..	Z	1736	13
1734	COMPUTER OPERATOR I.....		1736	13
1736	COMPUTER OPERATOR II.....		1736	13
1731	COMPUTER OPERATOR TRAINEE.....		1736	13
1514	CONFID SECRETARY OF SUPT OF SCHOOLS.....		1444	6
1520	CONFID SECRETARY TO DISTRICT ATTORNEY...		1444	6
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR	Z	1444	6
1502	CONFID SECY TO DIR, PARKING AUTHORITY...		1444	6
8134	CONFIDENTIAL CRIME REPORTER.....		1444	8
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	1842	16
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	1842	16
1516	CONFIDENTIAL SECRETARY TO SUPT, SFJCD...		1444	6
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	1842	16
1523	CONFINDENTIAL SECRETARY TO THE C.A.O....	Z	1444	6
9360	CONSTRUCTION AND MAINT SUPV II, PORT....		7355	56
6318	CONSTRUCTION INSPECTOR.....		5204	45
8154	CONSUMER MEDIATION REPRESENTATIVE.....		8146	61
1330	CONSUMER RELATIONS REP.....		1314	4
2992	CONTRACT COMPLIANCE OFFICER I.....	Z	1233	2
2978	CONTRACT COMPLIANCE OFFICER II.....	Z	1233	2
1853	CONTROL CLERK, EDP.....		1720	12
1858	CONTROL SUPERVISOR, EDP.....		1720	12
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	8176	63
1682	CONTROLLER.....	Z	9998	72
4130	CONVENTION FACILITIES ASSISTANT MANAGER.	Z	4261	42
2632	COOK-MANAGER, ELEMENTARY SCHOOL.....		2604	30
2634	COOK-MANAGER, SECONDARY SCHOOL.....		2604	30
2654	COOK.....		2604	30
5408	COORDINATOR OF CITIZEN INVOLVEMENT.....	Z	5278	47
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	Z	3630	41
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	3630	41
2991	COORDINATOR, HUMAN RIGHTS COMMISSION....	Z	1233	2
7817	COPY READER.....	Z	5278	47
2580	CORONER'S INVESTIGATOR.....		8146	61
8318	COUNSELOR II.....		8320	69
8321	COUNSELOR-BOYS' RANCH SCHOOL.....		8320	69
8320	COUNSELOR-JUVENILE HALL.....		8320	69
1142	COUNTY CLERK.....	Z	9998	72
8446	COURT ALTERNATIVE SPECIALIST I.....		8440	70
8448	COURT ALTERNATIVE SPECIALIST II.....		8440	70
8113	COURT CLERK.....		1444	6
8158	COURT REPORTER.....		1444	6

CLASS	TITLE		BENCHMARK	PAGE
3260	CRAFTS INSTRUCTOR	Z	3284	36
7423	CRIBBER ASSISTANT SUPERVISOR		7514	60
8482	CRIME PREVENTION WORKER		8204	64
8450	CRIMINAL JUSTICE SPECIALIST I	Z	8440	70
8452	CRIMINAL JUSTICE SPECIALIST II	Z	8440	70
8454	CRIMINAL JUSTICE SPECIALIST III	Z	8440	70
8260	CRIMINALIST	Z	8260	67
3541	CURATOR I	Z	3542	39
3542	CURATOR II	Z	3542	39
3544	CURATOR III	Z	3542	39
3546	CURATOR IV	Z	3542	39
3262	CURATOR OF INDUSTRIAL ARTS	Z	3284	36
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM	Z	3284	37
3360	CURATOR OF ZOOLOGICAL EXHIBITS	Z	7514	59
3547	CURATOR V	Z	3542	39
3540	CURATORIAL AIDE		3542	39
2716	CUSTODIAL ASSISTANT SUPERVISOR		2708	32
2718	CUSTODIAL SUPERVISOR I		2708	32
2708	CUSTODIAN		2708	32
3238	DANCE INSTRUCTOR	Z	3284	36
1720	DATA ENTRY OPERATOR		1720	12
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV	Z	1872	19
9334	DECKHAND, TUGS AND DREDGES		7328	49
2202	DENTAL AIDE		2426	25
2204	DENTAL HYGIENIST		2426	25
2210	DENTIST	Z	2230	22
1587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS	Z	9998	73
1585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS	Z	9998	73
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN	Z	9998	74
5194	DEP DIRECTOR OF DPW FOR OPERATIONS	Z	9998	74
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC	Z	9998	74
5165	DEP GEN MGR, OPER & MAINT, WATER DEPT	Z	9998	74
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL	Z	9998	74
1276	DEPARTMENTAL PERSONNEL DIRECTOR	Z	1242	3
1270	DEPARTMENTAL PERSONNEL OFFICER	Z	1242	3
1140	DEPUTY CLERK OF THE BOARD OF SUPERVISORS	Z	9998	72
2897	DEPUTY DIR FOR PROG PLAN DEV, RES, EVAL	Z	9998	73
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z	9998	74
1107	DEPUTY DIR, RENT ARBITRATION BOARD	Z	9998	72
2985	DEPUTY DIR,COMMISSION ON AGING	Z	9998	73
2896	DEPUTY DIRECTOR FOR COMM HEALTH PROG	Z	9998	73
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH	Z	9998	73
2895	DEPUTY DIRECTOR FOR MENTAL HEALTH PROG	Z	9998	73
2893	DEPUTY DIRECTOR OF ADMINISTRATION	Z	9998	73
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CMHS	Z	9998	73

CLASS	TITLE		BENCHMARK	PAGE
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING..	Z	9998	74
5115	DEPUTY DIRECTOR OF PLANNING.....	Z	9998	74
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	9998	75
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	9998	75
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	9998	75
9778	DEPUTY EXECUTIVE DIRECTOR O.C.D.....	Z	9998	75
5111	DEPUTY FOR DEVELOPMENT.....	Z	1842	17
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		9998	75
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	9998	75
9185	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	9998	75
5139	DEPUTY GENERAL MANAGER, HETCH HETCHY....	Z	1842	17
8304	DEPUTY SHERIFF.....		8304	68
5183	DEPUTY SUPT, BUILDING INSPECTION.....	Z	5204	43
4373	DEPUTY TAX ADMINISTRATOR.....	Z	9998	74
2442	DIAGNOSTIC MEDICAL SONOGRAPHER II.....		2426	25
2441	DIAGONOSTIC MEDICAL SONOGRAPHER I.....		2426	25
9337	DIESEL TUGBOAT OPERATOR.....		7328	49
2624	DIETITIAN.....	Z	2624	31
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV..	Z	2556	28
5107	DIR OF BUILDINGS AND GROUNDS, SFUSD.....		7334	50
6126	DIR, BUR OF ENVIRONMENTAL HEALTH SERV...	Z	8146	61
9714	DIR, MAYOR'S OFFICE OF EMP AND TRAINING.	Z	1242	3
3563	DIR, NEIGHBORHOOD ART PROG, ART COMM....		1842	17
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS.....	Z	9998	73
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL.	Z	1842	17
9278	DIRECTOR OF AIRPORTS.....	Z	9998	75
2250	DIRECTOR OF CLINICAL SERVICES.....	Z	2230	22
5402	DIRECTOR OF COMMUNITY DEVELOPMENT.....	Z	9998	74
2638	DIRECTOR OF FOOD SERVICES, SFUSD.....	Z	2624	31
2662	DIRECTOR OF FOOD SERVICES.....	Z	2604	30
2821	DIRECTOR OF HEALTH PROGRAM PLANNING.....	Z	9998	73
1168	DIRECTOR OF HEALTH.....	Z	9998	72
1857	DIRECTOR OF INFORMATION.....	Z	1314	4
8344	DIRECTOR OF JUVENILE HALL.....	Z	8320	69
2452	DIRECTOR OF PHARMACEUTICAL SERVICES.....	Z	2450	27
9189	DIRECTOR OF PLANNING, MUNI RAILWAY.....		5278	47
5116	DIRECTOR OF PLANNING.....	Z	9998	74
4150	DIRECTOR OF PROPERTY.....	Z	9998	74
5190	DIRECTOR OF PUBLIC WORKS.....	Z	9998	74
1162	DIRECTOR OF PURCHASING AND SERVICES.....	Z	9998	72
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR..		1444	8
9177	DIRECTOR OF SYSTEMS SAFETY.....		5204	45
1234	DIRECTOR OF TRAINING.....	Z	1242	3
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	9998	73
2988	DIRECTOR, AGING PROGRAM.....	Z	9998	73

CLASS	TITLE		BENCHMARK	PAGE
8330	DIRECTOR, BOYS' RANCH SCHOOL	Z	8320	69
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY	Z	1242	3
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS	Z	9220	71
8488	DIRECTOR, CRIME PREVENTION PROGRAM		8204	64
3562	DIRECTOR, CULTURAL AFFAIRS	Z	9998	73
2212	DIRECTOR, DIVISION OF DENTAL HEALTH	Z	2230	22
8246	DIRECTOR, EMERGENCY SERVICES	Z	9998	75
8185	DIRECTOR, FAMILY SUPPORT BUREAU	Z	8176	63
9384	DIRECTOR, FINANCE AND ADMINISTRATION		1842	18
2986	DIRECTOR, HUMAN RIGHTS COMMISSION	Z	9998	73
9388	DIRECTOR, MARITIME		1842	18
2115	DIRECTOR, MEDICAL RECORDS	Z	1444	7
8128	DIRECTOR, OFFICE OF CITIZEN COMPLAINTS	Z	8146	61
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT	Z	1242	3
9383	DIRECTOR, PLANNING AND RESEARCH	Z	1842	18
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES	Z	2444	26
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS	Z	2910	35
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING	Z	9998	72
1896	DIRECTOR, WELFARE AUDITS	Z	1652	11
2806	DISEASE CONTROL INVESTIGATOR	Z	8146	61
8132	DISTRICT ATTORNEY'S INVESTIGATIVE ASST		8146	61
8146	DISTRICT ATTORNEY'S INVESTIGATOR	Z	8146	61
8198	DISTRICT ATTORNEY	Z	9998	75
2234	DISTRICT HEALTH OFFICER	Z	2230	22
1278	DIVISION MANAGER, PERSONNEL	Z	1242	3
5156	DIVISION MANAGER, SUBURBAN OPERATIONS	Z	5204	43
8109	DOCUMENT EXAMINING SUPERVISOR		1444	8
3240	DRAMA INSTRUCTOR	Z	3284	36
9340	DREDGING SUPERVISOR		7328	49
2702	DRESSING ROOM ATTENDANT		2708	32
7624	DRYER-MIXER OPERATOR		7328	49
2977	EDUCATION INTEGRATION SPECIALIST	Z	1233	2
1486	EDUCATIONAL CREDENTIALS TECHNICIAN		1444	6
7133	ELEC MAINT AND CONSTRUCTION SUPT	Z	7345	52
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY	Z	7345	52
1403	ELECTIONS CLERK		1444	5
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR		1444	6
1475	ELECTIONS PLANNING SUPERVISOR		1444	6
1414	ELECTIONS SUPERVISOR		1444	5
1471	ELECTIONS WORKER		1444	6
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I		7345	52
7319	ELECTRIC MOTOR REPAIRER		7345	52
5240	ELECTRICAL ENGINEER	Z	5204	44
5350	ELECTRICAL ENGINEERING ASSISTANT I		5204	45
5352	ELECTRICAL ENGINEERING ASSISTANT II		5204	45

CLASS	TITLE		BENCHMARK	PAGE
5354	ELECTRICAL ENGINEERING ASSOCIATE I.....		5204	45
6248	ELECTRICAL INSPECTOR.....	Z	7345	52
7432	ELECTRICAL LINE HELPER.....		7345	53
7338	ELECTRICAL LINE WORKER.....		7345	52
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR.		7345	52
7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV...		7345	53
7253	ELECTRICAL TRANSIT MECHANIC SUPV I.....		7345	52
7379	ELECTRICAL TRANSIT MECHANIC.....		7345	53
7409	ELECTRICAL TRANSIT SERVICE WORKER.....		7345	53
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I....		7345	52
7238	ELECTRICIAN SUPERVISOR I.....		7345	52
7276	ELECTRICIAN SUPERVISOR II.....		7345	52
7345	ELECTRICIAN.....		7345	52
2432	ELECTROCARDIOGRAPH TECHNICIAN.....		2426	25
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....		2426	25
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II.....		2426	25
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN....		7345	53
7336	ELECTRONIC INSTRUMENTATION TECH, WPC....		7345	52
7318	ELECTRONIC MAINTENANCE TECHNICIAN.....		7345	52
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR.		7345	52
7321	ELEVATOR MECHANIC.....		7334	50
7426	ELEVATOR OPERATOR.....		8204	64
2911	ELIGIBILITY APPEALS SPECIALIST.....	Z	2903	34
2907	ELIGIBILITY WORKER SUPERVISOR.....		2903	34
2903	ELIGIBILITY WORKER.....		2903	34
8247	EMERGENCY PLANNING COORDINATOR.....	Z	9998	75
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR		2574	29
9702	EMPLOYMENT AND TRAINING SPECIALIST I....	Z	1242	3
9704	EMPLOYMENT AND TRAINING SPECIALIST II...	Z	1242	3
9706	EMPLOYMENT AND TRAINING SPECIALIST III..	Z	1242	3
9708	EMPLOYMENT AND TRAINING SPECIALIST IV...	Z	1242	3
9710	EMPLOYMENT AND TRAINING SPECIALIST V....	Z	1242	3
5366	ENGINEERING AIDE, PORT.....		5204	46
5366	ENGINEERING ASSOCIATE II.....		5204	45
8280	ENVIRONMENTAL CONTROL OFFICER.....		8204	64
6120	ENVIRONMENTAL HEALTH INSPECTOR.....	Z	8146	61
5284	ENVIRONMENTAL REVIEW OFFICER.....	Z	5278	47
1425	EQUALIZATION CLERK-TYPIST.....		1444	5
4250	ESTATE INVESTIGATOR.....	Z	8146	61
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	1842	16
1550	EXEC ASST TO THE BD OF ED.....		1842	16
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	9998	72
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM..	Z	9998	73
1105	EXEC DIR , RENT ARBITRATION BOARD.....	Z	9998	72
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z	9998	75

CLASS	TITLE		BENCHMARK	PAGE
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	8440	70
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	9998	72
1111	EXEC DIRECTOR, RELOCATION APPEALS BOARD.	Z	1842	16
3110	EXEC SECY TO GEN MANAGER, REC AND PARK..	Z	1842	17
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE....	Z	1842	17
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	1842	18
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE.....	Z	1842	17
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	9998	72
9780	EXECUTIVE DIRECTOR O.C.D.....	Z	9998	75
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	9998	72
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM.	Z	9998	74
1450	EXECUTIVE SECRETARY I.....		1444	6
1452	EXECUTIVE SECRETARY II.....		1444	6
1454	EXECUTIVE SECRETARY III.....		1444	6
1574	EXECUTIVE SECRETARY TO THE CONTROLLER...	Z	1842	16
3566	EXECUTIVE SECRETARY, MUSEUMS.....	Z	1652	11
8157	FAMILY SUPPORT INVESTIGATOR I.....	Z	8146	61
8158	FAMILY SUPPORT INVESTIGATOR II.....	Z	8146	61
8159	FAMILY SUPPORT INVESTIGATOR III.....	Z	8146	61
9110	FARE COLLECTIONS RECEIVER.....		1444	8
3402	FARMER.....		7514	59
3480	FARMERS MARKET MANAGER.....		1842	17
1914	FILM SERVICE TECHNICIAN.....		1934	20
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH.	Z	1652	11
1487	FINANCIAL AIDS ASSISTANT.....		2903	34
1678	FINANCIAL OPERATIONS DIRECTOR.....	Z	1652	11
1679	FINANCIAL REPORTS SPECIALIST.....	Z	1652	11
8249	FINGERPRINT TECHNICIAN I.....		8260	67
8250	FINGERPRINT TECHNICIAN II.....		8260	67
8251	FINGERPRINT TECHNICIAN III.....		8260	67
8234	FIRE ALARM DISPATCHER.....		8238	66
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR.		7347	55
7323	FIRE DEPT WATER SYSTEM ASST SUPV.....		7347	55
5215	FIRE PROTECTION ENGINEER.....	Z	5204	43
6280	FIRE SAFETY INSPECTOR I.....		7344	51
6281	FIRE SAFETY INSPECTOR II.....		7344	51
9980	FIRE SAFETY TECHNICIAN.....		8204	64
2637	FOOD SERVICE ASSISTANT SUPERVISOR.....	Z	2624	31
2620	FOOD SERVICE MANAGER ADMINISTRATOR.....	Z	2604	30
2618	FOOD SERVICE SUPERVISOR.....		2604	30
2604	FOOD SERVICE WORKER.....		2604	30
2523	FORENSIC AUTOPSY TECHNICIAN.....		2312	24
7345	FUSION WELDER.....		7347	55
3418	GARDENER ASSISTANT SUPERVISOR.....		7514	59
3417	GARDENER.....		7514	59

CLASS	TITLE		BENCHMARK	PAGE
7130	GEN SUPERINTENDENT, FACILITIES MAINT....	Z	7345	52
9159	GENERAL CLAIMS AGENT.....	Z	8146	62
8512	GENERAL CLERK-TYPIST.....		1444	9
7215	GENERAL LABORER SUPERVISOR I.....		7514	59
7514	GENERAL LABORER.....		7514	60
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	9998	72
1150	GENERAL MANAGER, DEPT OF ELECTRICITY....	Z	9998	72
2974	GENERAL MANAGER, DEPT OF SOC SERVICES...	Z	9998	73
5185	GENERAL MANAGER, HETCH HETCHY PROJECT...	Z	1842	17
9186	GENERAL MANAGER, MUNICIPAL RAILWAY.....	Z	9998	75
1292	GENERAL MANAGER, PERSONNEL.....	Z	9998	72
3140	GENERAL MANAGER, REC-PARK DEPT.....	Z	9998	73
2786	GENERAL SERVICES MANAGER.....		2708	32
2742	GENERAL SERVICES SUPERVISOR.....		2708	32
7325	GENERAL UTILITY MECHANIC.....		7381	57
7233	GLAZIER SUPERVISOR I.....		7344	51
7326	GLAZIER.....		7344	51
3226	GOLF COURSE STARTER.....		3284	36
7327	GRANITE CUTTER.....		7514	60
5322	GRAPHIC ARTIST.....		5204	45
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS...		1444	8
2546	HANDICRAFT INSTRUCTOR.....		2556	28
9350	HARBOR POLICE OFFICER.....		8304	68
6140	HAZARDOUS MATERIALS PROG MGR.....	Z	8146	61
1656	HEAD ACCOUNTANT.....	Z	1652	11
9242	HEAD AIRPORT ELECTRICIAN.....		7345	53
3324	HEAD ANIMAL KEEPER.....		7514	59
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL.....	Z	8176	63
9336	HEAD DREDGE LEVER OPERATOR.....		7328	49
7351	HEAD MEAT CUTTER.....		2604	30
8210	HEAD PARK PATROL OFFICER.....		8204	64
1774	HEAD PHOTOGRAPHER.....		1770	15
2119	HEALTH CARE ANALYST.....	Z	1842	17
1635	HEALTH CARE BILLING CLERK I.....		1444	7
1636	HEALTH CARE BILLING CLERK II.....		1444	7
2822	HEALTH EDUCATOR.....	Z	1314	4
2589	HEALTH PROGRAM COORDINATOR I.....	Z	2574	29
2591	HEALTH PROGRAM COORDINATOR II.....	Z	2574	29
2593	HEALTH PROGRAM COORDINATOR III.....	Z	2574	29
2818	HEALTH PROGRAM PLANNER.....		2574	29
2585	HEALTH WORKER I.....		2574	28
2586	HEALTH WORKER II.....		2574	28
2587	HEALTH WORKER III.....		2574	28
2588	HEALTH WORKER IV.....		2574	28
6235	HEAT AND VENTILATION INSPECTOR.....		7344	50

CLASS	TITLE		BENCHMARK	PAGE
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV....	Z	7355	56
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR...	Z	7355	56
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.		7381	57
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS....	Z	5204	43
2420	HISTOLOGY TECHNICIAN.....		2312	24
7428	HODCARRIER.....		7514	60
2994	HOMEMAKER.....		2910	35
2140	HOSPITAL ADMINISTRATIVE ASSISTANT.....	Z	1842	17
2143	HOSPITAL ASSISTANT ADMINISTRATOR.....	Z	9998	73
2145	HOSPITAL ASSOCIATE ADMINISTRATOR.....	Z	9998	73
2908	HOSPITAL ELIGIBILITY WORKER.....		2903	34
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....		2903	34
2706	HOUSEKEEPER.....		2708	32
8224	HOUSING AUTHORITY POLICE LIEUTENANT.....		8304	68
8222	HOUSING AUTHORITY POLICE OFFICER.....		8304	68
8223	HOUSING AUTHORITY POLICE SERGEANT.....		8304	68
6270	HOUSING INSPECTOR.....	Z	7344	51
5320	ILLUSTRATOR AND ART DESIGNER.....	Z	5204	45
5209	INDUSTRIAL ENGINEER.....	Z	5204	43
6138	INDUSTRIAL HYGIENIST.....	Z	8146	61
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY	Z	8146	61
3424	INSECTICIDE SPRAY OPERATOR.....		7514	59
6220	INSPECTOR OF WEIGHTS AND MEASURES.....		3450	38
7524	INSTITUTION UTILITY WORKER.....		2708	32
2120	INSTITUTIONAL ADMITTING OFFICER.....		2312	24
8206	INSTITUTIONAL POLICE CAPTAIN.....		8204	64
8209	INSTITUTIONAL POLICE LIEUTENANT.....		8204	64
8204	INSTITUTIONAL POLICE OFFICER.....		8204	64
8205	INSTITUTIONAL POLICE SERGEANT.....		8204	64
3593	INSTRUCTIONAL AIDE I.....		3593	40
3594	INSTRUCTIONAL AIDE II.....		3593	40
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR...	Z	5278	47
1920	INVENTORY CLERK.....		1444	7
8174	INVESTIGATOR, OFFICE OF CITIZEN COMPLAIN	Z	8146	61
4334	INVESTIGATOR, TAX COLLECTOR.....		1444	7
2517	JAIL MEDICAL TECHNICIAN.....		2312	24
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR		2708	32
2720	JANITORIAL SERVICES SUPERVISOR.....		2708	32
1626	JUNIOR ACCOUNT CLERK.....		1444	7
1820	JUNIOR ADMINISTRATIVE ANALYST.....	Z	1842	16
5202	JUNIOR CIVIL ENGINEER.....	Z	5204	43
1442	JUNIOR CLERK STENOGRAPHER.....		1444	5
1422	JUNIOR CLERK TYPIST.....		1444	5
1402	JUNIOR CLERK.....		1444	5
5234	JUNIOR ELECTRICAL ENGINEER.....	Z	5204	44

CLASS	TITLE		BENCHMARK	PAGE
5262	JUNIOR LANDSCAPE ARCHITECT.....		5204	44
1840	JUNIOR MANAGEMENT ASSISTANT.....	Z	1842	17
5250	JUNIOR MECHANICAL ENGINEER.....	Z	5204	44
3285	JUNIOR MUSEUM DIRECTOR.....	Z	3284	36
5220	JUNIOR WATER PURIFICATION ENGINEER.....	Z	5204	43
2402	LABORATORY HELPER.....		2312	24
3406	LAND USE AIDE.....	Z	4261	42
5274	LANDSCAPE ARCHITECT.....	Z	5204	44
3440	LANDSCAPING AND STREET PLANTING SUPV....		7514	59
2782	LAUNDRY SUPERINTENDENT.....		2760	33
2780	LAUNDRY WORKER SUPERVISOR.....		2760	33
2760	LAUNDRY WORKER.....		2760	33
8173	LEGAL ASSISTANT.....		1444	8
8106	LEGAL PROCESS CLERK.....		1444	8
1458	LEGAL STENOGRAPHER.....		1444	6
8118	LEGISLATION CLERK.....		1444	8
1831	LEGISLATIVE AIDE, BOARD OF SUPERVISORS..	Z	1842	16
8116	LEGISLATIVE CALENDAR CLERK.....		1444	8
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION..		1444	6
3630	LIBRARIAN I.....	Z	3630	41
3633	LIBRARIAN II ASIAN ART.....	Z	3630	41
3631	LIBRARIAN II FINE ARTS.....	Z	3630	41
3632	LIBRARIAN II.....	Z	3630	41
3634	LIBRARIAN III.....	Z	3630	41
3610	LIBRARY ASSISTANT.....		3630	41
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY..		3630	41
3602	LIBRARY PAGE.....		3630	41
3616	LIBRARY TECHNICAL ASSISTANT I.....		3630	41
3618	LIBRARY TECHNICAL ASSISTANT II.....		3630	41
4336	LICENSE BUREAU ASSISTANT SUPERVISOR.....		1444	7
2312	LICENSED VOCATIONAL NURSE.....		2312	24
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER...		5204	46
7510	LIGHTING FIXTURE MAINTENANCE WORKER.....		7345	53
6252	LINE INSPECTOR.....		7345	52
3202	LOCKER ROOM ATTENDANT.....		3284	36
7236	LOCKSMITH SUPERVISOR I.....		7344	51
7342	LOCKSMITH.....		7344	51
7123	MACHINE SHOP AND PARKING METER SUPT.....	Z	7381	57
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR		1760	14
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY.	Z	7344	51
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ.	Z	7344	51
7340	MAINTENANCE CONTROLLER.....		7381	57
7219	MAINTENANCE ESTIMATOR AND SCHEDULER....		7344	51
7318	MAINTENANCE MACHINIST HELPER.....		7381	57
7258	MAINTENANCE MACHINIST SUPERVISOR I.....		7381	57

CLASS	TITLE		BENCHMARK	PAGE
7332	MAINTENANCE MACHINIST		7381	57
7263	MAINTENANCE MANAGER, SFUSD		7334	50
7262	MAINTENANCE PLANNER, SFUSD		7334	50
1815	MANAGEMENT AIDE		1842	16
1825	MANAGEMENT ANALYST	Z	1842	16
1842	MANAGEMENT ASSISTANT	Z	1842	17
1821	MANAGEMENT INFO SYSTEMS MANAGER	Z	1242	3
1811	MANAGEMENT INFO SYSTEMS SPECIALIST I	Z	1242	3
1818	MANAGEMENT INFO SYSTEMS SPECIALIST II	Z	1242	3
1819	MANAGEMENT INFO SYSTEMS SPECIALIST III	Z	1242	3
1808	MANAGEMENT INFORMATION SYSTEMS TECH I		1720	12
1807	MANAGEMENT INFORMATION SYSTEMS TECH II	Z	1720	12
9373	MANAGER OF MARKETING	Z	1314	4
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC	Z	1872	19
1886	MANAGER, BUR OF PERFORM MONITORING, PUC	Z	1842	17
5132	MANAGER, BUR OF WATER POLLUTION CONTROL	Z	9998	74
1890	MANAGER, DATA PROCESSING, SFUSD	Z	9998	73
7119	MANAGER, SEWER REPAIR	Z	9998	74
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR	Z	9998	74
3232	MARINA ASSISTANT MANAGER		3284	36
3234	MARINA MANAGER		3284	36
9335	MARINE FIRE AND BOILER OPERATOR		7328	49
9376	MARKET RESEARCH SPECIALIST, PORT	Z	1842	18
1924	MATERIALS AND SUPPLIES SUPERVISOR		1934	20
1944	MATERIALS COORDINATOR		1952	21
5304	MATERIALS TESTING AIDE		5204	44
5305	MATERIALS TESTING TECHNICIAN		5204	44
1848	MAYOR'S PROGRAM CONSULTANT	Z	1842	17
1849	MAYOR'S PROGRAM MANAGER	Z	1842	17
1851	MAYOR'S SENIOR PROGRAM MANAGER	Z	1842	17
1190	MAYOR	Z	9998	72
7350	MEAT CUTTER		2604	30
5256	MECHANICAL ENGINEER	Z	5204	44
5342	MECHANICAL ENGINEERING ASSISTANT I		5204	45
5344	MECHANICAL ENGINEERING ASSISTANT II		5204	45
5346	MECHANICAL ENGINEERING ASSOCIATE I		5204	45
7126	MECHANICAL SHOP AND EQUIPMENT SUPT		7381	57
1771	MEDIA PRODUCTION SPECIALIST		1770	15
1773	MEDIA TRAINING SPECIALIST		1770	15
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM	Z	2230	22
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR		1444	8
8170	MEDICAL CLAIMS SUPERVISOR	Z	1444	8
1464	MEDICAL CLERK STENOGRAPHER		1444	6
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL	Z	9998	73
2430	MEDICAL EVALUATIONS ASSISTANT		2426	25

CLASS	TITLE		BENCHMARK	PAGE
3658	MEDICAL LIBRARIAN	Z	3630	41
2110	MEDICAL RECORDS CLERK		1444	7
3650	MEDICAL RECORDS LIBRARIAN		1444	7
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR		1444	7
2112	MEDICAL RECORDS TECHNICIAN		1444	7
2924	MEDICAL SOCIAL WORK SUPERVISOR	Z	2910	35
2920	MEDICAL SOCIAL WORKER	Z	2910	35
2528	MEDICAL STEWARD		2312	24
1440	MEDICAL TRANSCRIBER TYPIST		1444	5
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM		1842	16
2823	MENTAL HEALTH EDUCATOR	Z	1314	4
7389	METALSMITH		7381	57
1466	METER READER		1466	10
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	1314	4
1887	MGR, BUREAU OF CLAIMS & CONTRACTS, PUC	Z	9998	73
2462	MICROBIOLOGIST	Z	2444	26
1750	MICROPHOTO TECHNICIAN		1760	14
7110	MOBILE EQUIPMENT ASSISTANT SUPERVISOR	Z	7355	56
7210	MOBILE EQUIPMENT SUPERVISOR	Z	7355	56
2520	MORGUE ATTENDANT		2312	24
9998	MULTIPLE BENCHMARK CLASSES		9998	75
3419	MUNICIPAL STADIUM GROUNDKEEPER		7514	59
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)		3542	39
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS)	Z	3542	39
3526	MUSEUM CONSERVATOR ASSISTANT		3542	39
3528	MUSEUM CONSERVATOR		3542	39
3502	MUSEUM EXHIBIT PACKER AND REPAIRER		3542	39
3550	MUSEUM EXHIBITION DESIGNER	Z	3542	39
8226	MUSEUM GUARD		8204	64
3534	MUSEUM PHOTOGRAPHER		1770	15
3520	MUSEUM PREPARATOR		3542	39
3556	MUSEUM REGISTRAR		3542	39
8423	NEIGHBORHOOD COORDINATOR	Z	8440	70
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE		1444	8
3428	NURSERY SPECIALIST		7514	59
2846	NUTRITIONIST	Z	2624	31
2548	OCCUPATIONAL THERAPIST	Z	2556	28
1760	OFFSET MACHINE OPERATOR		1760	14
7328	OPERATING ENGINEER, UNIVERSAL		7328	49
1829	OPERATIONS ANALYST	Z	1842	16
2561	OPTOMETRIST		2556	28
1250	ORCHESTRA INSTRUCTOR	Z	3284	36
2101	ORDERLY TRAINEE		2312	24
2102	ORDERLY		2312	24
1430	ORGANIST		3284	36

CLASS	TITLE		BENCHMARK	PAGE
9342	ORNAMENTAL IRON WORKER SUPERVISOR I.....		7344	51
7395	ORNAMENTAL IRON WORKER.....		7344	51
2514	ORTHOPEDIC TECHNICIAN I.....		2312	24
2515	ORTHOPEDIC TECHNICIAN II.....		2312	24
7242	PAINTER SUPERVISOR I.....		7346	54
7278	PAINTER SUPERVISOR II.....		7346	54
7346	PAINTER.....		7346	54
2534	PARAMEDIC SUPERVISOR.....	Z	2312	24
2532	PARAMEDIC.....		2312	24
8208	PARK PATROL OFFICER.....		8204	64
3422	PARK SECTION SUPERVISOR.....		7514	59
1102	PARKING AUTHORITY ASSISTANT DIRECTOR....	Z	9998	72
1104	PARKING AUTHORITY DIRECTOR.....	Z	9998	72
8214	PARKING CONTROL OFFICER.....		8214	65
7243	PARKING METER REPAIRER SUPERVISOR I.....		7384	58
7444	PARKING METER REPAIRER.....		7384	58
3350	PARKS SUPERINTENDENT.....	Z	9998	73
1662	PATIENT ACCOUNTS ASSISTANT SUPERVISOR...		1444	7
1637	PATIENT ACCOUNTS CLERK.....		1444	7
1664	PATIENT ACCOUNTS MANAGER.....		1444	7
1663	PATIENT ACCOUNTS SUPERVISOR.....		1444	7
7358	PATTERNMAKER.....		7344	51
1220	PAYROLL CLERK.....		1444	5
1218	PAYROLL SUPERVISOR.....	Z	1444	5
4119	PERFORMING ARTS CENTER AIDE.....		1842	17
4220	PERSONAL PROPERTY AUDITOR.....	Z	4261	42
1242	PERSONNEL ANALYST.....	Z	1242	3
1202	PERSONNEL CLERK.....		1444	5
1201	PERSONNEL TECHNICIAN TRAINEE.....		1242	3
1203	PERSONNEL TECHNICIAN.....		1242	3
2450	PHARMACIST.....	Z	2450	27
2406	PHARMACY HELPER.....		2312	24
2409	PHARMACY TECHNICIAN.....		2312	24
1772	PHOTO-LITHOGRAPHER.....		1760	14
1770	PHOTOGRAPHER.....		1770	15
3258	PHOTOGRAPHY DIRECTOR.....	Z	3284	36
3256	PHOTOGRAPHY INSTRUCTOR.....	Z	3284	36
2556	PHYSICAL THERAPIST.....	Z	2556	28
2554	PHYSICAL THERAPY AIDE.....		2556	28
2230	PHYSICIAN SPECIALIST.....	Z	2230	22
2220	PHYSICIAN.....	Z	2230	22
3248	PIANIST.....	Z	3284	36
7359	PIANO TUNER.....		3284	37
9330	PILE WORKER.....		7344	51
9331	PILEDRIVER ENGINE OPERATOR.....		7328	49

CLASS	TITLE		BENCHMARK	PAGE
9332	PILEDRIVER SUPERVISOR I		7344	51
7360	PIPE WELDER		7347	55
6262	PLAN CHECKER (ARCHITECTURAL)		5204	45
5277	PLANNER I	Z	5278	47
5278	PLANNER II	Z	5278	47
5292	PLANNER III (ZONING)	Z	5278	47
5298	PLANNER III ENVIRONMENTAL REVIEW	Z	5278	47
5281	PLANNER III, ADMINISTRATIVE	Z	5278	47
5293	PLANNER III, TRANSPORTATION	Z	5278	47
5291	PLANNER III, URBAN DESIGN	Z	5278	47
5280	PLANNER III	Z	5278	47
5294	PLANNER IV (ZONING)	Z	5278	47
5299	PLANNER IV ENVIRONMENTAL REVIEW	Z	5278	47
5296	PLANNER IV, URBAN SYSTEMS ANALYST	Z	5278	47
5282	PLANNER IV	Z	5278	47
5297	PLANNER V (ZONING)	Z	5278	47
5283	PLANNER V, URBAN DESIGN.(ABOL. 1/28/85)	Z	5278	47
5263	PLANNER V	Z	5278	47
5412	PLANNING COORDINATOR	Z	5278	47
7361	PLASTERER		7344	51
7213	PLUMBER SUPERVISOR I		7347	55
7239	PLUMBER SUPERVISOR II		7347	55
7347	PLUMBER		7347	55
6242	PLUMBING INSPECTOR	Z	7347	55
8274	POLICE CADET		8214	65
8238	POLICE COMMUNICATIONS DISPATCHER		8238	66
8213	POLICE SERVICES AIDE		8214	65
1803	POLICE STATISTICAL CLERK		1444	7
3208	POOL LIFEGUARD		3284	36
9397	PORT DEVELOPMENT CONSULTANT		5278	47
9389	PORT TRAFFIC ANALYST	Z	1842	18
9387	PORT TRAFFIC MANAGER	Z	1842	18
2738	PORTER ASSISTANT SUPERVISOR		2708	32
2740	PORTER SUPERVISOR I		2708	32
2736	PORTER		2708	32
2273	POST M.D. I		2275	23
2275	POST M.D. II		2275	23
2277	POST M.D. III		2275	23
2279	POST M.D. IV		2275	23
2281	POST M.D. V		2275	23
2283	POST M.D. VI		2275	23
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I		7345	52
7178	POWER HOUSE SUPERINTENDENT		7345	52
7244	POWER PLANT SUPERVISOR I		7345	52
7179	POWERHOUSE ELECTRICIAN SUPV II		7345	52

CLASS	TITLE		BENCHMARK	PAGE
7363	POWERHOUSE ELECTRICIAN		7345	52
7364	POWERHOUSE OPERATOR		7345	52
1634	PRINCIPAL ACCOUNT CLERK		1444	7
1654	PRINCIPAL ACCOUNTANT	Z	1652	11
1824	PRINCIPAL ADMINISTRATIVE ANALYST	Z	1842	16
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	4261	42
5273	PRINCIPAL ARCHITECT	Z	5204	44
5212	PRINCIPAL CIVIL ENGINEER	Z	5204	43
1408	PRINCIPAL CLERK		1444	5
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	Z	8146	61
9117	PRINCIPAL FARE COLLECTIONS RECEIVER		1444	8
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR		1444	7
1461	PRINCIPAL LEGAL STENOGRAPHER	Z	1444	6
3524	PRINCIPAL MUSEUM PREPARATOR		3542	39
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK		1444	5
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR	Z	4261	42
1246	PRINCIPAL PERSONNEL ANALYST	Z	1242	3
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	8146	61
4267	PRINCIPAL REAL PROPERTY APPRAISER	Z	4261	42
3291	PRINCIPAL RECREATION SUPERVISOR	Z	3284	36
4143	PRINCIPAL RIGHT-OF-WAY-AGENT	Z	4261	42
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE	Z	1444	6
1216	PRINCIPAL TIMEROLL AUDIT CLERK		1444	5
5233	PRINCIPAL TRAFFIC ENGINEER	Z	5204	44
1480	PRINCIPAL WATER SERVICES CLERK		1444	6
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	8176	63
8419	PRISONER SERVICES COUNSELOR		8440	70
8440	PROBATION OFFICER		8440	70
8102	PROCESS SERVER		1444	8
9458	PROG MONITOR ASST, CITY DEMONSTR AGENCY	Z	5278	48
2894	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH	Z	9998	73
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY	Z	5278	47
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	5278	47
1870	PROGRAMMER ANALYST TRAINEE	Z	1872	19
1872	PROGRAMMER ANALYST	Z	1872	19
8425	PROJECT COORDINATOR, SAFE	Z	8440	70
5502	PROJECT MANAGER I	Z	5204	45
5504	PROJECT MANAGER II	Z	5204	45
5506	PROJECT MANAGER III	Z	5204	45
5508	PROJECT MANAGER IV	Z	5204	45
1879	PROJECT MANAGER, SPECIAL PROJECT	Z	1872	19
6336	PROPERTY REHABILITATION MANAGER	Z	7344	51
7320	PROPERTY STAGE HAND		7344	51
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY	Z	8146	61
2304	PSYCHIATRIC ORDERLY		2312	24

CLASS	TITLE		BENCHMARK	PAGE
2930	PSYCHIATRIC SOCIAL WORKER.....	Z	2910	35
2305	PSYCHIATRIC TECHNICIAN.....		2312	24
1126	PUBLIC ADMINISTRATOR.....	Z	9998	72
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	9998	74
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT.....	Z	9998	74
8142	PUBLIC DEFENDER'S INVESTIGATOR.....	Z	8146	61
8196	PUBLIC DEFENDER.....	Z	9998	75
2484	PUBLIC HEALTH ASSISTANT TOXICOLOGIST I..	Z	2444	26
2486	PUBLIC HEALTH ASSISTANT TOXICOLOGIST II.	Z	2444	26
2488	PUBLIC HEALTH ASSISTANT TOXICOLOGIST III	Z	2444	26
2490	PUBLIC HEALTH CLINICAL TOXICOLOGIST.....	Z	2444	26
1312	PUBLIC INFORMATION OFFICER.....		1314	4
1310	PUBLIC RELATIONS ASSISTANT.....		1444	5
1314	PUBLIC RELATIONS OFFICER.....	Z	1314	4
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	1314	4
9914	PUBLIC SERVICE AIDE-ADMINISTRATION.....		3593	40
9922	PUBLIC SERVICE AIDE-ASSOC TO PROFESSIONA		1842	18
9920	PUBLIC SERVICE AIDE-ASST TO PROFESSIONAL		1842	18
9924	PUBLIC SERVICE AIDE-HEALTH SERVICES.....		2312	24
9926	PUBLIC SERVICE AIDE-LEGAL ENFORCEMENT...		2312	24
9916	PUBLIC SERVICE AIDE-PUBLIC WORKS.....		7514	60
9918	PUBLIC SERVICE AIDE-SECURITY.....		8204	64
9912	PUBLIC SERVICE AIDE-TECHNICAL.....		3542	39
9910	PUBLIC SERVICE TRAINEE.....		1444	8
9940	PUBLIC WORKS AIDE.....		7514	60
1954	PURCHASER, PRINTING.....	Z	1952	21
1952	PURCHASER.....	Z	1952	21
3535	RADIO ANNOUNCER - OPERATOR.....		1314	4
5246	RADIO ENGINEER.....	Z	5204	44
7367	RADIO TECHNICIAN.....		5204	45
2425	RADIOLOGIC TECHNOLOGIST I.....		2426	25
2426	RADIOLOGIC TECHNOLOGIST II.....		2426	25
2427	RADIOLOGIC TECHNOLOGIST III.....		2426	25
2423	RADIOLOGIC TECHNOLOGIST INTERN.....		2426	25
2240	RADIOLOGIST.....	Z	2240	22
1841	RATE ADMINISTRATOR.....	Z	9998	72
4260	REAL PROPERTY APPRAISER TRAINEE.....		4261	42
4261	REAL PROPERTY APPRAISER.....	Z	4261	42
4160	REAL PROPERTY LOAN OFFICER.....	Z	4261	42
1132	RECORDER.....	Z	9998	72
3284	RECREATION DIRECTOR.....	Z	3284	32
3294	RECREATION SUPERINTENDENT.....	Z	9998	73
3289	RECREATION SUPERVISOR.....	Z	3284	32
7392	REGIONAL TRADE PROMOTION REP, PORT OF SF		1314	4
1126	REGISTRAR OF VOTERS.....	Z	9998	72

CLASS	TITLE		BENCHMARK	PAGE
2566	REHABILITATION COUNSELOR	Z	2910	35
8420	REHABILITATION SERVICES COORDINATOR	Z	8440	70
2982	RENT BOARD SUPERVISOR	Z	1842	17
4110	RENTAL PROPERTY SUPERVISOR	Z	4261	42
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION	Z	1233	2
1763	REPRODUCTION SUPERVISOR I		1760	14
1802	RESEARCH ASSISTANT	Z	1842	16
2575	RESEARCH PSYCHOLOGIST	Z	2574	29
1813	RETIREMENT ANALYST	Z	1842	16
1112	RETIREMENT SYSTEM GENERAL MANAGER	Z	9998	72
8140	RETIREMENT SYSTEM INVESTIGATOR	Z	8146	61
3305	RIDES ATTENDANT HELPER		3284	36
3306	RIDES ATTENDANT		3284	36
7370	RIGGER		7514	60
4140	RIGHT-OF-WAY AGENT	Z	4261	42
6102	RODENT CONTROL TECHNICIAN		8146	61
9344	ROOFER SUPERVISOR I		7344	51
9343	ROOFER		7344	51
5177	SAFETY OFFICER	Z	5204	43
9393	SALES MANAGER, PORT OF SAN FRANCISCO	Z	1314	4
5248	SANITARY ENGINEER	Z	5204	44
6106	SANITARY ENGINEERING TECHNICIAN		2444	26
3597	SCHOOL AIDE II		3593	40
3598	SCHOOL AIDE III		3593	40
5269	SCHOOL ARCHITECTURAL COORDINATOR	Z	5204	44
6340	SCHOOL CONSTRUCTION COORDINATOR	Z	5204	45
8201	SCHOOL CROSSING GUARD		8204	64
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I		2708	32
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II		2708	32
2727	SCHOOL CUSTODIAN SUPERVISOR I		2708	32
5279	SCHOOL FACILITIES NEEDS ANALYST	Z	5278	47
5295	SCHOOL FACILITIES PLANNER	Z	5278	47
3474	SCHOOL GROUNDS SUPERVISOR		7514	59
7209	SCHOOL HEATING AND VENTILATION SUPV		7334	50
2636	SCHOOL LUNCHROOM AREA SUPERVISOR	Z	2624	31
2630	SCHOOL LUNCHROOM COOK		2604	30
2615	SCHOOL LUNCHROOM HELPER		2604	30
8203	SCHOOL PATROL AIDE		8204	64
3596	SCHOOL SECURITY AIDE		3593	40
1928	SCHOOL SUPPLIES ANALYST	Z	1952	21
9176	SCHOOL TRANSPORTATION SCHEDULER		1842	17
9178	SCHOOL TRANSPORTATION SUPERVISOR	Z	1842	17
1934	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR		1934	20
1939	SCHOOL WAREHOUSE SUPERVISOR	Z	1934	20
1444	SECRETARY I		1444	5

CLASS	TITLE		BENCHMARK	PAGE
1446	SECRETARY II		1444	5
9276	SECRETARY, AIRPORTS COMMISSION	Z	1842	18
1546	SECRETARY, COMMISSION ON THE AGING	Z	1444	6
1540	SECRETARY, FIRE COMMISSION	Z	1842	16
1551	SECRETARY, HEALTH COMMISSION	Z	1842	16
1544	SECRETARY, LIBRARY COMMISSION	Z	1842	16
1548	SECRETARY, SOCIAL SERVICES COMMISSION	Z	1842	16
4331	SECURITY ANALYST	Z	1842	17
8202	SECURITY GUARD		8204	64
8221	SECURITY SERVICES MANAGER, PUC	Z	8204	64
1632	SENIOR ACCOUNT CLERK		1444	7
1652	SENIOR ACCOUNTANT	Z	1652	11
1640	SENIOR ACCOUNTING MACHINE OPERATOR		1444	7
1823	SENIOR ADMINISTRATIVE ANALYST	Z	1842	16
9213	SENIOR AIRFIELD SAFETY OFFICER		9220	71
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION.		8238	66
3321	SENIOR ANIMAL KEEPER		7514	59
5270	SENIOR ARCHITECT	Z	5204	44
4203	SENIOR ASSESSMENT CLERK		1444	7
1828	SENIOR ASSOCIATE BUDGET ANALYST	Z	1652	11
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL	Z	8176	63
1742	SENIOR BLUEPRINTING MACHINE OPERATOR		1760	14
6238	SENIOR BOILER INSPECTOR		7347	55
7418	SENIOR BOOK REPAIRER		3630	41
6333	SENIOR BUILDING INSPECTOR	Z	7344	51
2942	SENIOR CHILD WELFARE WORKER	Z	2910	35
5210	SENIOR CIVIL ENGINEER	Z	5204	43
9156	SENIOR CLAIMS INVESTIGATOR		8146	62
1476	SENIOR CLAIMS PROCESS CLERK		1444	6
1426	SENIOR CLERK TYPIST		1444	5
8516	SENIOR CLERK-TYPIST		1444	9
1406	SENIOR CLERK		1444	5
4308	SENIOR COLLECTIONS CLERK		1444	7
1737	SENIOR COMPUTER OPERATOR		1736	13
8136	SENIOR CONFIDENTIAL CRIME REPORTER		1444	8
1855	SENIOR CONTROL CLERK, EDP		1720	12
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL		8320	69
8322	SENIOR COUNSELOR-JUVENILE HALL		8320	69
8262	SENIOR CRIMINALIST	Z	8260	67
1721	SENIOR DATA ENTRY OPERATOR		1720	12
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER	Z	1242	3
8306	SENIOR DEPUTY SHERIFF		8304	68
2808	SENIOR DISEASE CONTROL INVESTIGATOR	Z	8148	63
8147	SENIOR DISTRICT ATTORNEY'S INVESTIGATOR	Z	8148	63
5242	SENIOR ELECTRICAL ENGINEER	Z	5204	44

CLASS	TITLE		BENCHMARK	PAGE
6249	SENIOR ELECTRICAL INSPECTOR.....		7345	52
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN....		2426	25
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR....	Z	2903	34
2905	SENIOR ELIGIBILITY WORKER.....	Z	2903	34
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR...	Z	8146	61
1407	SENIOR EQUALIZATION CLERK.....		1444	5
4231	SENIOR ESTATE INVESTIGATOR.....	Z	8146	61
9116	SENIOR FARE COLLECTIONS RECEIVER.....		1444	8
2619	SENIOR FOOD SERVICE SUPERVISOR.....		2604	30
2606	SENIOR FOOD SERVICE WORKER.....		2604	30
7330	SENIOR GENERAL UTILITY MECHANIC.....		7381	57
2825	SENIOR HEALTH EDUCATOR.....	Z	1314	4
2820	SENIOR HEALTH PROGRAM PLANNER.....	Z	2574	29
2148	SENIOR HOSPITAL ASSOCIATE ADMINISTRATOR.	Z	9998	73
6272	SENIOR HOUSING INSPECTOR.....	Z	7344	51
1922	SENIOR INVENTORY CLERK.....		1444	7
4335	SENIOR INVESTIGATOR, TAX COLLECTOR.....		1444	7
5275	SENIOR LANDSCAPE ARCHITECT.....	Z	5204	44
2770	SENIOR LAUNDRY WORKER.....		2760	33
8164	SENIOR LAW CLERK.....		1444	9
8108	SENIOR LEGAL PROCESS CLERK.....		1444	8
1460	SENIOR LEGAL STENOGRAPHER.....		1444	6
7241	SENIOR MAINTENANCE CONTROLLER.....		7381	57
1844	SENIOR MANAGEMENT ASSISTANT.....	Z	1842	17
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR		1934	20
5258	SENIOR MECHANICAL ENGINEER.....	Z	5204	44
2922	SENIOR MEDICAL SOCIAL WORKER.....	Z	2910	35
2530	SENIOR MEDICAL STEWARD.....		2312	24
1441	SENIOR MEDICAL TRANSCRIBER TYPIST.....		1444	5
2464	SENIOR MICROBIOLOGIST.....	Z	2444	26
1752	SENIOR MICROPHOTO TECHNICIAN.....		1760	14
2522	SENIOR MORGUE ATTENDANT.....		2312	24
8228	SENIOR MUSEUM GUARD.....		8204	64
3522	SENIOR MUSEUM PREPARATOR.....		3542	39
8424	SENIOR NEIGHBORHOOD COORDINATOR.....	Z	8440	70
2550	SENIOR OCCUPATIONAL THERAPIST.....	Z	2556	28
1762	SENIOR OFFSET MACHINE OPERATOR.....		1760	14
1120	SENIOR ORDERLY.....		2312	24
1222	SENIOR PAYROLL AND PERSONNEL CLERK.....		1444	5
4222	SENIOR PERSONAL PROPERTY AUDITOR.....	Z	4261	42
1244	SENIOR PERSONNEL ANALYST.....	Z	1242	3
1704	SENIOR PERSONNEL CLERK.....		1444	5
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP....	Z	2450	27
2408	SENIOR PHARMACY HELPER.....		2312	24
3257	SENIOR PHOTOGRAPHY INSTRUCTOR.....	Z	3284	36

CLASS	TITLE		BENCHMARK	PAGE
2558	SENIOR PHYSICAL THERAPIST	Z	2556	28
2232	SENIOR PHYSICIAN SPECIALIST	Z	2230	22
2222	SENIOR PHYSICIAN	Z	2230	22
6266	SENIOR PLAN CHECKER	Z	5204	45
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER		8238	66
7365	SENIOR POWERHOUSE OPERATOR		7345	53
8442	SENIOR PROBATION OFFICER		8440	70
1874	SENIOR PROGRAMMER ANALYST	Z	1872	19
2306	SENIOR PSYCHIATRIC ORDERLY		2312	24
2932	SENIOR PSYCHIATRIC SOCIAL WORKER	Z	2910	35
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR		8146	61
1956	SENIOR PURCHASER	Z	1952	21
7368	SENIOR RADIO TECHNICIAN		5204	45
4265	SENIOR REAL PROPERTY APPRAISER	Z	4261	42
4142	SENIOR RIGHT-OF-WAY AGENT	Z	4261	42
6104	SENIOR RODENT CONTROL TECHNICIAN		8146	61
5249	SENIOR SANITARY ENGINEER	Z	5204	44
2478	SENIOR SEWAGE TREATMENT CHEMIST	Z	2444	26
2774	SENIOR SEWING TECHNICIAN		2760	33
7451	SENIOR SHADE AND DRAPERY WORKER		2708	32
2948	SENIOR SOCIAL SERVICE SUPERVISOR	Z	2910	35
2912	SENIOR SOCIAL WORKER	Z	2910	35
1875	SENIOR SOFTWARE ANALYST	Z	1872	19
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT		7334	50
7335	SENIOR STATIONARY ENGINEER		7334	50
1806	SENIOR STATISTICIAN	Z	1842	16
1936	SENIOR STOREKEEPER		1934	20
6231	SENIOR STREET INSPECTOR		5204	45
5219	SENIOR STRUCTURAL ENGINEER	Z	5204	43
3214	SENIOR SWIMMING INSTRUCTOR		3284	36
1657	SENIOR SYSTEMS ACCOUNTANT	Z	1652	11
1724	SENIOR TABULATING MACHINE OPERATOR		1720	12
1834	SENIOR TAPE LIBRARIAN		1720	12
1708	SENIOR TELEPHONE OPERATOR		8238	66
1228	SENIOR TESTING TECHNICIAN		1444	5
1214	SENIOR TIMEROLL AUDIT CLERK		1444	5
5232	SENIOR TRAFFIC ENGINEER	Z	5204	44
1432	SENIOR TRANSCRIBER TYPIST		1444	5
9124	SENIOR TRANSIT INFORMATION CLERK		1444	8
9128	SENIOR TRANSIT TRAFFIC CHECKER		1444	8
7385	SENIOR TYPEWRITER REPAIRER		7384	58
2472	SENIOR WATER CHEMIST	Z	2444	26
7317	SENIOR WATER SERVICE INSPECTOR		1466	10
1478	SENIOR WATER SERVICES CLERK		1444	6
1470	SERVICES AND SUPPLY ASST SUPERVISOR		1444	6

CLASS	TITLE		BENCHMARK	PAGE
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT...	Z	5204	43
7421	SEWER MAINTENANCE WORKER.....	Z	1842	17
7280	SEWER REPAIR ASST SUPERINTENDENT.....	Z	9998	74
7246	SEWER REPAIR SUPERVISOR II.....		7514	59
6216	SEWER SAFETY INSPECTOR.....		8146	61
7449	SEWER SERVICE WORKER.....		7347	55
7383	SEWING MACHINE REPAIRER.....		7384	58
2772	SEWING TECHNICIAN.....		2760	33
7450	SHADE AND DRAPERY WORKER.....		2708	32
9345	SHEET METAL SUPERVISOR I.....		7344	51
7247	SHEET METAL WORKER SUPERVISOR II.....		7344	51
7376	SHEET METAL WORKER.....		7344	51
8312	SHERIFF'S CAPTAIN.....	Z	8304	68
8303	SHERIFF'S CIVIL PROCESS ASSISTANT.....		8304	68
8310	SHERIFF'S LIEUTENANT.....		8304	68
8301	SHERIFF'S PROPERTY KEEPER.....		8304	68
8308	SHERIFF'S SERGEANT.....		8304	68
8350	SHERIFF.....	Z	9998	75
9197	SIGNAL AND SYSTEMS ENGINEER.....		5204	46
7288	SIGNAL SYSTEM MAINTENANCE SUPT.....		7345	52
2950	SOCIAL SERVICE DIVISION SUPERVISOR.....	Z	2910	35
2904	SOCIAL SERVICE TECHNICIAN.....		2910	35
2914	SOCIAL WORK SUPERVISOR.....	Z	2910	35
2906	SOCIAL WORKER TRAINEE.....	Z	2910	35
2910	SOCIAL WORKER.....	Z	2910	35
1873	SOFTWARE ANALYST.....	Z	1872	19
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		1444	5
5406	SPECIAL ASST FOR PROGRAM COORDINATOR....	Z	5278	47
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT....	Z	5278	47
1229	SPECIAL EXAMINER.....		1242	3
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...		1233	2
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION..		1233	2
9720	SPECIALIST IN AGING I.....	Z	1233	2
9722	SPECIALIST IN AGING II.....	Z	1233	2
9724	SPECIALIST IN AGING III.....	Z	1233	2
2542	SPEECH PATHOLOGIST.....	Z	2556	28
2392	SR CENTRAL PROCESSING AND DISTR TECH....		2312	24
7446	SR CLINICAL LABORATORY TECHNOLOGIST....	Z	2444	26
9774	SR COMMUNITY DEVELOPMENT SPECIALIST I...	Z	5278	48
9775	SR COMMUNITY DEVELOPMENT SPECIALIST II..	Z	5278	48
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT..	Z	5204	46
8126	SR INVEST, OFFICE OF CITIZEN COMP.....	Z	8146	61
8435	SR SUPERVISING ADULT PROBATION OFFICER..	Z	9998	75
8415	SR SUPV PROBATION OFFICER, JUV COURT....	Z	9998	75
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ	Z	1872	19

CLASS	TITLE		BENCHMARK	PAGE
1864	SR SYSTEMS AND PROCEDURES ANALYST.....	Z	1872	19
3310	STABLE ATTENDANT.....		7514	59
9730	STAFF AIDE I, SPECIAL PROJECT.....	Z	1842	18
9732	STAFF AIDE II, SPECIAL PROJECT.....	Z	1842	18
9734	STAFF ASSISTANT I, SPECIAL PROJECT.....	Z	1842	18
9736	STAFF ASSISTANT II, SPECIAL PROJECT.....	Z	1842	18
9738	STAFF ASSISTANT III, SPECIAL PROJECT....	Z	1842	18
9740	STAFF ASSISTANT IV, SPECIAL PROJECT.....	Z	1842	18
9750	STAFF ASSISTANT IX, SPECIAL PROJECT.....	Z	1842	18
9742	STAFF ASSISTANT V, SPECIAL PROJECT.....	Z	1842	18
9744	STAFF ASSISTANT VI, SPECIAL PROJECT.....	Z	1842	18
9746	STAFF ASSISTANT VII, SPECIAL PROJECT....	Z	1842	18
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT...	Z	1842	18
9752	STAFF ASSISTANT X, SPECIAL PROJECT.....	Z	1842	18
9754	STAFF ASSISTANT XI, SPECIAL PROJECT.....	Z	1842	18
9756	STAFF ASSISTANT XII, SPECIAL PROJECT....	Z	1842	18
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT...	Z	1842	18
7371	STAGE CARPENTER.....		7344	51
7377	STAGE ELECTRICIAN.....		7345	53
9131	STATION AGENT, MUNICIPAL RAILWAY.....		1444	8
8217	STATION OFFICER.....		8304	68
7372	STATIONARY ENGINEER, SEWAGE PLANT.....		7334	50
7334	STATIONARY ENGINEER.....		7334	50
1804	STATISTICIAN.....	Z	1842	16
7349	STEAMFITTER ASSISTANT SUPERVISOR.....		7347	55
7248	STEAMFITTER SUPERVISOR II.....		7347	55
7348	STEAMFITTER.....		7347	55
1934	STOREKEEPER.....		1934	20
1938	STORES AND EQUIPMENT ASST SUPERVISOR....		1934	20
1940	STORES AND EQUIPMENT SUPERVISOR.....	Z	1934	20
5365	STREET ASSESSMENT COORDINATOR.....		4261	42
7530	STREET CLEANER.....		7514	60
5173	STREET CLEANING & PLANTING ASST SUPT....	Z	9998	74
5170	STREET CLEANING AND PLANTING SUPT.....	Z	9998	74
7281	STREET CLEANING SUPERVISOR II.....		7514	59
6232	STREET INSPECTION SUPERVISOR.....		5204	45
6230	STREET INSPECTOR.....		5204	45
5171	STREET REPAIR ASSISTANT SUPERINTENDENT..	Z	9998	74
5172	STREET REPAIR SUPERINTENDENT.....	Z	9998	74
7282	STREET REPAIR SUPERVISOR II.....		7514	59
5218	STRUCTURAL ENGINEER.....	Z	5204	45
1406	STUDENT AIDE, NYC.....		1444	8
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC..		1842	17
5380	STUDENT ENGINEERING TRAINEE I.....		5204	45
5381	STUDENT ENGINEERING TRAINEE II.....		5204	45

CLASS	TITLE		BENCHMARK	PAGE
5382	STUDENT ENGINEERING TRAINEE III.....		5204	45
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR.	Z	7355	56
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	8440	70
1686	SUPERVISING AUDITOR.....	Z	1652	11
1497	SUPERVISING CLERK I.....		1444	6
1498	SUPERVISING CLERK II.....		1444	6
1499	SUPERVISING CLERK III.....		1444	6
2576	SUPERVISING CLINICAL PSYCHOLOGIST.....	Z	2574	29
8324	SUPERVISING COUNSELOR, (JUVENILE COURT).		8320	69
8484	SUPERVISING CRIME PREVENTION WORKER.....		8204	64
1727	SUPERVISING DATA ENTRY OPERATOR.....		1720	12
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN.		7345	52
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY.	Z	1652	11
2453	SUPERVISING PHARMACIST.....	Z	2450	27
2233	SUPERVISING PHYSICIAN SPECIALIST.....	Z	2230	22
1958	SUPERVISING PURCHASER.....	Z	1952	21
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I...		2426	25
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II..		2426	25
1877	SUPERVISING SOFTWARE ANALYST.....	Z	1872	19
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS.....		1444	8
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS....		5204	44
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM....		5204	44
2608	SUPPLY ROOM ATTENDENT.....		2604	30
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	5204	43
5149	SUPT OF WATER TREATMENT FACILITIES.....		7334	50
9776	SUPV COMMUNITY DEVELOPMENT SPECIALIST...	Z	5278	48
7440	SUPV OF LAB, WATER QUALITY CONTROL.....	Z	5204	43
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	8440	70
2310	SURGICAL PROCEDURES TECHNICIAN.....		2312	24
5314	SURVEY PARTY CHIEF.....		5204	45
5310	SURVEYOR'S FIELD ASSISTANT.....		5204	44
5312	SURVEYOR.....		5204	44
3212	SWIMMING INSTRUCTOR.....		3284	36
3204	SWIMMING POOL CASHIER - CLERK.....		3284	36
7458	SWITCH REPAIRER.....		7514	60
1655	SYSTEMS ACCOUNTANT.....	Z	1652	11
1861	SYSTEMS AND PROCEDURES ANAYLST, SPEC PRO	Z	1872	19
1862	SYSTEMS AND PROCEDURES ANAYLST.....	Z	1872	19
1866	SYSTEMS AND PROCEDURES SUPERVISOR.....	Z	1872	19
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ..	Z	1872	19
9173	SYSTEMS SAFETY INSPECTOR.....		5204	45
1833	TAPE LIBRARIAN, EDP.....		1720	12
4374	TAX ADMINISTRATOR.....	Z	9998	74
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP..		5204	45
8272	TECH INSTRUCT ASST, CAMPUS CONTROL.....		8204	64

CLASS	TITLE		BENCHMARK	PAGE
2447	TECH INSTRUCT ASST, CHEMISTRY/BIOLOGY...		2444	26
1745	TECH INSTRUCT ASST, COMPUTER SERVICES...		1872	19
5384	TECH INSTRUCT ASST, ELECTRONIC TECH.....		5204	45
3590	TECH INSTRUCT ASST, ENGLISH READER.....		3593	40
1488	TECH INSTRUCT ASST, EVALUATION TECHNICIA		1444	6
3599	TECH INSTRUCT ASST, GUIDANCE AIDE.....		3593	40
3538	TECH INSTRUCT ASST, LANGUAGE LAB.....		3630	41
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR..		3284	37
3536	TECH INSTRUCT ASST, PERFORMING ARTS.....		3284	36
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO		3284	36
1927	TECH INSTRUCT ASST, PHYSICAL EDUCATION..		3284	36
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING		5204	45
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		2444	26
1489	TECH INSTRUCT ASST,BUSINESS LEARNING CTR		1444	6
1869	TECH INSTRUCT ASST,COMPUTER SERVICES MAN		1872	19
7132	TELECOMMUNICATIONS SUPERVISOR.....		7345	52
1706	TELEPHONE OPERATOR.....		8238	66
1868	TELEPROCESSING TECHNICIAN.....		1736	13
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z	9220	71
1227	TESTING TECHNICIAN.....		1444	5
7378	TILE SETTER.....		7344	51
1212	TIMEROLL AUDIT CLERK.....		1444	5
7441	TOOL ROOM MECHANIC AND CUSTODIAN.....		1934	20
2458	TOXICOLOGIST.....	Z	2230	22
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY....		7514	59
7251	TRACK MAINTENANCE WORKER SUPERVISOR I...		7514	59
7540	TRACK MAINTENANCE WORKER.....		7514	60
7457	TRAFFIC AND STREET SIGN MAINT WORKER....		7514	60
5230	TRAFFIC ENGINEER.....	Z	5204	44
8407	TRAFFIC HEARING OFFICER, JUVENILE COURT.	Z	8440	70
7454	TRAFFIC SIGNAL OPERATOR.....		8214	65
5226	TRAFFIC SURVEY CODER-INTERVIEWER.....		1444	8
5302	TRAFFIC SURVEY TECHNICIAN.....		5204	44
1237	TRAINING COORDINATOR.....	Z	1242	3
1232	TRAINING OFFICER.....	Z	1242	3
1430	TRANSCRIBER TYPIST.....		1444	5
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....		7381	57
9106	TRANSIT CAR CLEANER SUPERVISOR I.....		7381	57
9102	TRANSIT CAR CLEANER.....		7381	57
9192	TRANSIT ENVIRONMENTAL COORDINATOR.....	Z	5278	47
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY	Z	5204	46
9122	TRANSIT INFORMATION CLERK.....		1444	9
9140	TRANSIT MANAGER I.....	Z	1842	17
9141	TRANSIT MANAGER II.....	Z	1842	17
9142	TRANSIT MANAGER III.....	Z	1842	17

CLASS	TITLE		BENCHMARK	PAGE
7225	TRANSIT PAINT SHOP SUPERVISOR I.....		7381	57
5287	TRANSIT PLANNER I.....	Z	5278	47
5288	TRANSIT PLANNER II.....	Z	5278	47
5289	TRANSIT PLANNER III.....	Z	5278	47
5290	TRANSIT PLANNER IV.....	Z	5278	47
7235	TRANSIT POWER LINE SUPERVISOR I.....		7345	52
7274	TRANSIT POWER LINE WORKER SUPV II.....		7345	52
9118	TRANSIT REVENUE SUPERVISOR.....		1444	8
9139	TRANSIT SUPERVISOR.....		1842	17
9126	TRANSIT TRAFFIC CHECKER.....		1444	8
7229	TRANSMISSION LINE SUPERVISOR I.....		7345	52
7285	TRANSMISSION LINE WORKER SUPV II.....		7345	52
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR		7345	52
4390	TREASURER.....	Z	9998	74
3436	TREE TOPPER SUPERVISOR I.....		7514	59
3438	TREE TOPPER SUPERVISOR II.....	Z	7514	59
3434	TREE TOPPER.....		7514	59
8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL.....	Z	8176	63
7355	TRUCK DRIVER.....		7355	56
7384	TYPEWRITER REPAIRER.....		7384	58
8348	UNDERSHERIFF.....	Z	9998	75
7387	UPHOLSTERER.....		7381	57
3426	URBAN FORESTER.....	Z	7514	59
7463	UTILITY PLUMBER APPRENTICE.....		7347	55
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR....		7347	55
7250	UTILITY PLUMBER SUPERVISOR I.....		7347	55
7284	UTILITY PLUMBER SUPERVISOR II.....		7347	55
7388	UTILITY PLUMBER.....		7347	55
3301	VENDOR HELPER.....		3284	36
3302	VENDOR.....		3284	36
2440	VETERINARY LABORATORY TECHNOLOGIST.....		2312	24
2465	VIROLOGIST.....	Z	2444	26
1428	WARD CLERK.....		1444	5
1930	WAREHOUSE WORKER.....		1934	20
7259	WATER AND POWER MAINTENANCE SUPERVISOR I		7514	59
7134	WATER CONSTRUCTION AND MAINT SUPT.....		5204	45
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER.	Z	9998	74
7447	WATER METER REPAIR HELPER.....		7347	55
7353	WATER METER REPAIRER.....		7347	55
7240	WATER METER SHOP SUPERVISOR I.....		7347	55
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	5204	43
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	5204	43
2471	WATER QUALITY CHEMIST.....	Z	2444	26
7316	WATER SERVICE INSPECTOR.....		1466	10
1468	WATER SERVICES CLERK.....		1444	6

CLASS	TITLE		BENCHMARK	PAGE
7136	WATER SHOPS AND EQUIPMENT SUPT.....	Z	7381	57
7270	WATERSHED KEEPER SUPERVISOR.....		8204	64
7470	WATERSHED KEEPER.....		8204	64
7542	WATERSHED WORKER (SEASONAL AS NEEDED)...		8204	64
7390	WELDER.....		7347	55
9355	WHARFINGER I.....		1444	8
9356	WHARFINGER II.....		1444	8
7392	WINDOW CLEANER.....		2708	32
7473	WIRE ROPE CABLE MAINT MECH TRAINEE.....		7334	50
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....		7334	50
2424	X-RAY LABORATORY AIDE.....		2426	25
3340	ZOO DIRECTOR.....	Z	7514	59
2290	ZOO VETERINARIAN.....		2230	22
3342	ZOOLOGIST.....	Z	7514	59

SAE750 1164 ADMINISTRATOR, SFGH MEDICAL CENTER.....

1985-86 SALARY SCHEDULE 73.6 APPROX $7205 - $7983 - $8760 MO.
$41.41 - $45.88 - $50.35 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
PRIVATE BAY AREA	10	45.69	50.77	55.85	507.70	00.0	0			0			0%	0	0	0- 0- 0- 0
U. S. GOVERNMENT	1	33.42	35.30	37.18	35.30	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	1	35.06	35.92	36.78	35.92	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	1	37.83	37.83	37.83	37.83	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
SANTA CLARA COUNTY	1	41.57	41.57	41.57	41.57	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
U. C. MEDICAL CENTER S.F.	1	39.91	44.35	48.79	44.35	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. LOS ANGELES	1	35.06	43.63	52.20	43.63	00.0	0			0			0%	0	0	0- 0- 0- 0
U. C. DAVIS	1	52.68	52.68	52.68	52.68	00.0	0			0			0%	0	0	0- 0- 0- 0
U. C. IRVINE	1	31.61	39.51	47.41	39.51	00.0	0			0			0%	0	0	0- 0- 0- 0
U. C. SAN DIEGO	1	35.06	43.85	52.63	43.85	00.0	0			0			0%	0	0	0- 0- 0- 0
TOTALS 10	16	.....			750.26											
FLAT RATE TOTALS	3	.....			132.08											
COMBINED TOTAL	19															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 46.89 HR. 8158 MO. *
* RATE RANGE 42.20 TO 51.58 HR. 7342 TO 8974 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 44.03 TO 44.03 HR. 7661 TO 7661 MO. *

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1164 ADMINISTRATOR, SFGH MEDICAL CENTER..... *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
*1164	ADMINISTRATOR, SFGH MEDICAL CENTER..... Z	73.6	3313-4028	1	73.6	3313-4028	7206-8761	105,131

NUMBER OF CLASSES THIS BENCHMARK..... 1
NUMBER OF POSITIONS THIS BENCHMARK..... 1

SAE750 1233 AFFIRMATIVE ACTION SPECIALIST.....

1985-86 SALARY SCHEDULE 49.8 APPROX $2277 - $2516 - $2755 MO.
$13.08 - $14.46 - $15.83 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	10	13.09	14.47	15.84		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
CITY OF OAKLAND	1	15.50	16.31	17.11	16.31	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
S. F. HOUSING AUTHORITY	0	15.76	15.76	15.76	0.00	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
ALAMEDA-CONTRA COSTA TRANSIT	2	17.20	18.10	18.99	36.20	40.0	11	Y	Y	12	Y	Y	13%	137	137	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	14.73	16.26	17.79	16.26	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-21-30
LOS ANGELES COUNTY	3	12.13	13.61	15.08	40.83	40.0	12	Y	Y	12	Y	N	6%	71	194	10-15-20-20
ORANGE COUNTY	3	13.57	15.68	17.78	47.04	40.0	11	Y	Y	12	Y	N	14%	131	215	10-15-20-20
SAN DIEGO COUNTY	5	12.79	14.17	15.54	70.85	40.0	12	Y	N	13	N	Y	22%	85	166	10-15-20-20
LOS ANGELES UNIF SCHOOL DIST	2	12.81	14.39	15.96	28.78	40.0	11	Y	N	13	Y	Y	12%	185	185	10-15-16-20
TOTALS 8	17	.....			256.27											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.07 HR. 2622 MO.
RATE RANGE 13.56 TO 16.58 HR. 2359 TO 2884 MO.

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1233 AFFIRMATIVE ACTION SPECIALIST..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1231	ASSOC AFFIRMATIVE ACTION COORDINATOR....	Z	55.9	1401-1698	4	56.8	1463-1773	3182-3856	46,275
*1233	AFFIRMATIVE ACTION SPECIALIST.....	Z	49.8	1047-1267	10	50.7	1093-1323	2377-2878	34,530
1235	AFFIRMATIVE ACTION COORDINATOR.....	Z	60.8	1773-2156	1	61.7	1853-2252	4030-4898	58,777
2975	CITIZEN'S COMPLAINT OFFICER.....	Z	46.7	903-1093	7	47.6	943-1141	2051-2482	29,780
2977	EDUCATION INTEGRATION SPECIALIST.....	Z	51.5	1136-1375	3	52.4	1185-1436	2577-3123	37,480
2978	CONTRACT COMPLIANCE OFFICER II.....	Z	59.8	1690-2053	3	60.7	1765-2145	3839-4665	55,985
2980	SPECIALIST II, HUMAN RIGHTS COMMISSION..		43.2	766- 925	1	44.1	800- 966	1740-2101	25,213
2991	COORDINATOR, HUMAN RIGHTS COMMISSION....	Z	55.5	1375-1666	5	56.4	1436-1740	3123-3785	45,414
2992	CONTRACT COMPLIANCE OFFICER I.....	Z	52.5	1191-1443	7	53.4	1243-1506	2704-3276	39,307
2995	AFFIRM ACTION OFFICER, HUMAN RIGHTS COMM	Z	46.7	903-1093	1	47.6	943-1141	2051-2482	29,780
2996	REPRESENTATIVE, HUMAN RIGHTS COMMISSION.	Z	51.5	1136-1375	10	52.4	1185-1436	2577-3123	37,480
2997	SPECIALIST I, HUMAN RIGHTS COMMISSION...		40.2	664- 803	0	41.1	694- 838	1509-1823	21,872
9720	SPECIALIST IN AGING I.....	Z	48.3	975-1180	3	49.2	1018-1232	2214-2680	32,155
9722	SPECIALIST IN AGING II.....	Z	51.8	1152-1394	6	52.7	1203-1457	2617-3169	38,028
9724	SPECIALIST IN AGING III.....	Z	54.3	1298-1573	0	55.2	1355-1642	2947-3571	42,856

NUMBER OF CLASSES THIS BENCHMARK..... 15
NUMBER OF POSITIONS THIS BENCHMARK..... 61

SAE750 1242 PERSONNEL ANALYST.....

1985-86 SALARY SCHEDULE 50.1 APPROX $2309 - $2552 - $2794 MO.
$13.27 - $14.66 - $16.06 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	58	13.28	14.67	16.06		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
STATE OF CALIFORNIA	19	14.51	16.01	17.51	304.19	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	12	12.13	14.78	17.42	177.36	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	0	12.31	13.64	14.96	0.00	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	1	12.98	14.35	15.72	14.35	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	5	12.19	13.72	15.24	68.60	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SAN MATEO COUNTY	16	14.00	15.75	17.50	252.00	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	6	12.28	13.61	14.93	81.66	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	3	12.49	13.77	15.04	41.31	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF HAYWARD	3	13.13	14.54	15.95	43.62	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF SAN JOSE	21	13.66	15.13	16.59	317.73	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	4	15.55	16.91	18.26	67.64	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
U. C. MEDICAL CENTER S.F.	4	12.41	13.69	14.96	54.76	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	6	12.41	13.69	14.96	82.14	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS	13	100	.....		1,505.36											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.05 HR. 2618 MO.
RATE RANGE 13.55 TO 16.56 HR. 2357 TO 2881 MO.

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1242 PERSONNEL ANALYST..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
1201	PERSONNEL TECHNICIAN TRAINEE.....		41.9	721- 870	0	42.5	742- 895	1614-1947	23,360
1203	PERSONNEL TECHNICIAN.....		43.0	758- 916	9	43.6	781- 943	1699-2051	24,612
1229	SPECIAL EXAMINER.....			25.00 HR	0		25.75 HR		
1232	TRAINING OFFICER.....	Z	51.1	1114-1349	11	51.7	1147-1388	2495-3019	36,227
1234	DIRECTOR OF TRAINING.....	Z	60.8	1773-2156	2	61.4	1827-2221	3974-4831	57,968
1237	TRAINING COORDINATOR.....	Z	55.1	1349-1634	1	55.7	1388-1682	3019-3658	43,900
1240	ASSISTANT PERSONNEL ANALYST.....	Z	45.6	858-1037	6	46.2	882-1067	1918-2321	27,849
*1242	PERSONNEL ANALYST.....	Z	50.1	1062-1285	58	50.7	1093-1323	2377-2878	34,530
1244	SENIOR PERSONNEL ANALYST.....	Z	54.1	1285-1558	30	54.7	1323-1603	2878-3487	41,838
1246	PRINCIPAL PERSONNEL ANALYST.....	Z	57.6	1520-1844	8	58.2	1565-1899	3404-4130	49,564
1248	ASSISTANT DIVISION MANAGER, PERSONNEL...	Z	60.8	1773-2156	6	61.4	1827-2221	3974-4831	57,968
1270	DEPARTMENTAL PERSONNEL OFFICER.....	Z	56.3	1429-1731	10	56.9	1470-1782	3197-3876	46,510
1272	SENIOR DEPARTMENTAL PERSONNEL OFFICER...	Z	60.8	1773-2156	5	61.4	1827-2221	3974-4831	57,968
1273	DIRECTOR, PERS AND STAFF DEVELOPMENT....	Z	60.8	1773-2156	5	61.4	1827-2221	3974-4831	57,968
1274	DIRECTOR, BUR OF PERSONNEL AND SAFETY...	Z	60.8	1773-2156	0	61.4	1827-2221	3974-4831	57,968
1276	DEPARTMENTAL PERSONNEL DIRECTOR.....	Z	62.8	1955-2377	2	63.4	2014-2449	4380-5327	63,919
1277	ASST DIV MANAGER, SALARY STAND & EMP REL	Z	60.8	1773-2156	0	61.4	1827-2221	3974-4831	57,968
1278	DIVISION MANAGER, PERSONNEL.....	Z	62.8	1955-2377	1	63.4	2014-2449	4380-5327	63,919
1279	CHIEF OF TECH SELECTION SERVICES.....	Z	62.8	1955-2377	0	63.4	2014-2449	4380-5327	63,919
1284	ASSISTANT SECRETARY, CIVIL SERVICE COMM.	Z	60.8	1773-2156	1	61.4	1827-2221	3974-4831	57,968
1811	MANAGEMENT INFO SYSTEMS SPECIALIST I....	Z	45.6	858-1037	0	46.2	882-1067	1918-2321	27,849
1813	MANAGEMENT INFO SYSTEMS SPECIALIST II...	Z	50.1	1062-1285	1	50.7	1093-1323	2377-2878	34,530
1819	MANAGEMENT INFO SYSTEMS SPECIALIST III..	Z	54.1	1285-1558	2	54.7	1323-1603	2878-3487	41,838
1821	MANAGEMENT INFO SYSTEMS MANAGER.....	Z	57.6	1520-1844	3	58.2	1565-1899	3404-4130	49,564
9702	EMPLOYMENT AND TRAINING SPECIALIST I...	Z	45.6	858-1037	0	46.2	882-1067	1918-2321	27,849
9704	EMPLOYMENT AND TRAINING SPECIALIST II...	Z	50.1	1062-1285	1	50.7	1093-1323	2377-2878	34,530
9706	EMPLOYMENT AND TRAINING SPECIALIST III..	Z	54.1	1285-1558	1	54.7	1323-1603	2878-3487	41,838
9708	EMPLOYMENT AND TRAINING SPECIALIST IV...	Z	57.6	1520-1844	1	58.2	1565-1899	3404-4130	49,564
9710	EMPLOYMENT AND TRAINING SPECIALIST V....	Z	60.8	1773-2156	0	61.4	1827-2221	3974-4831	57,968
9714	DIR, MAYOR'S OFFICE OF EMP AND TRAINING.	Z	64.8	2156-2621	0	65.4	2221-2700	4831-5873	70,470

NUMBER OF CLASSES THIS BENCHMARK..... 30
NUMBER OF POSITIONS THIS BENCHMARK..... 164

SAE750 1314 PUBLIC RELATIONS OFFICER.....

1985-86 SALARY SCHEDULE 52.5 APPROX $2590 - $2864 - $3138 MO.
$14.88 - $16.46 - $18.03 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	2	14.89	16.47	18.04		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
STATE OF CALIFORNIA	1	14.51	16.01	17.51	16.01	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
EAST BAY MUNI. UTIL. DIST.	2	15.98	17.38	18.77	34.76	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
OAKLAND CITY SCHOOL DIST.	1	19.71	22.44	25.16	22.44	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	6	14.96	16.50	18.04	99.00	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	2	14.96	16.50	18.04	33.00	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS	5	12		.....	205.21											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1314 PUBLIC RELATIONS OFFICER.....*

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
1312	PUBLIC INFORMATION OFFICER.....		47.5	938-1136	1	48.3	975-1180	2121-2567	30,798
*1314	PUBLIC RELATIONS OFFICER.....	Z	52.5	1191-1443	2	53.3	1237-1499	2690-3260	39,124
1330	CONSUMER RELATIONS REP.....		43.5	777- 938	1	44.3	807- 975	1755-2121	25,448
1336	ASST TO GEN MANAGER(PUBLIC SERV) REC-PK.	Z	52.2	1174-1421	1	53.0	1220-1477	2654-3212	38,550
1340	ASST TO GEN MANAGER, PUC, PUBLIC REL....	Z	58.2	1565-1899	0	59.0	1626-1975	3537-4296	51,548
1857	DIRECTOR OF INFORMATION.....	Z	62.2	1899-2309	1	63.0	1975-2401	4296-5222	62,666
1859	ASST TO THE DIRECTOR OF INFORMATION.....	Z	50.3	1073-1298	0	51.1	1114-1349	2423-2934	35,209
2819	ASSISTANT HEALTH EDUCATOR.....	Z	48.0	961-1163	4	48.8	998-1208	2171-2627	31,529
2822	HEALTH EDUCATOR.....	Z	51.0	1109-1342	11	51.8	1152-1394	2506-3032	36,383
2823	MENTAL HEALTH EDUCATOR.....	Z	51.0	1109-1342	1	51.8	1152-1394	2506-3032	36,383
2824	CHIEF, BUREAU OF HEALTH EDUCATION.....	Z	55.0	1342-1626	1	55.8	1394-1690	3032-3676	44,109
2825	SENIOR HEALTH EDUCATOR.....	Z	52.0	1163-1407	2	52.8	1208-1463	2627-3182	38,184
9535	RADIO ANNOUNCER - OPERATOR.....		47.2	925-1120	2	48.0	961-1163	2090-2530	30,354
9373	MANAGER OF MARKETING.....	Z	61.8	1862-2264	1	62.6	1936-2354	4211-5120	61,439
9391	PUBLIC RELATIONS REP, PORT OF SF.....	Z	52.5	1191-1443	0	53.3	1237-1499	2690-3260	39,124
9392	REGIONAL TRADE PROMOTION REP, PORT OF SF		52.8	1208-1463	0	53.6	1255-1520	2730-3306	39,672
9393	SALES MANAGER, PORT OF SAN FRANCISCO....	Z	57.5	1513-1835	1	58.3	1573-1909	3421-4152	49,825
9394	MGR OF TRADE, DEVELOP AND COMMUNICATIONS	Z	57.0	1477-1791	0	57.8	1535-1862	3339-4050	48,598
9990	COMMUNITY LIAISON OFFICER (FACE).....	Z	50.5	1083-1310	0	51.3	1125-1362	2447-2962	35,548

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 29

SAE750 1444 SECRETARY I.....

1985-86 SALARY SCHEDULE 39.1 APPROX $1372 - $1514 - $1657 MO.
$7.88 - $8.70 - $9.52 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	104	7.89	8.71	9.53		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	3791	8.63	8.73	9.08	33095.43	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	70	7.67	8.28	8.88	579.60	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	113	8.55	8.94	9.32	1010.22	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
MARIN COUNTY	10	7.49	8.24	8.98	82.40	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	34	6.98	7.85	8.72	266.90	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	9	8.66	9.55	10.73	85.95	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	12	9.00	9.66	10.31	115.92	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF HAYWARD	0	9.28	10.05	10.81	0.00	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	26	8.61	9.07	9.52	235.82	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	13	8.63	9.57	10.50	124.41	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SAN MATEO	1	7.90	8.67	9.43	8.67	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SANTA CLARA	5	9.27	10.27	11.27	51.35	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	4	9.65	10.72	11.78	42.88	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
OAKLAND CITY SCHOOL DIST.	6	5.76	6.56	7.36	39.36	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	0	7.75	8.41	9.06	0.00	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	6	7.61	8.24	8.86	49.44	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS	16	4,100	.....		35,788.35											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1202	PERSONNEL CLERK		39.6	647- 781	35	39.7	650- 785	1414-1707	20,489
1204	SENIOR PERSONNEL CLERK		41.9	721- 870	13	42.0	724- 874	1575-1901	22,811
1212	TIMEROLL AUDIT CLERK		42.6	745- 899	12	42.7	748- 903	1627-1964	23,568
1214	SENIOR TIMEROLL AUDIT CLERK		44.6	818- 989	9	44.7	822- 994	1788-2162	25,943
1216	PRINCIPAL TIMEROLL AUDIT CLERK		47.3	929-1125	3	47.4	934-1131	2031-2460	29,519
1217	CERTIFICATION SUPERVISOR		49.8	1047-1267	1	49.9	1052-1273	2288-2769	33,225
1218	PAYROLL SUPERVISOR	Z	52.3	1180-1429	6	52.4	1185-1436	2577-3123	37,480
1220	PAYROLL CLERK		42.6	745- 899	120	42.7	748- 903	1627-1964	23,568
1222	SENIOR PAYROLL AND PERSONNEL CLERK		44.6	818- 989	52	44.7	822- 994	1788-2162	25,943
1224	PRINCIPAL PAYROLL AND PERSONNEL CLERK		47.3	929-1125	20	47.4	934-1131	2031-2460	29,519
1226	CHIEF PAYROLL AND PERSONNEL CLERK		49.8	1047-1267	10	49.9	1052-1273	2288-2769	33,225
1227	TESTING TECHNICIAN		40.0	658- 796	2	40.1	661- 800	1438-1740	20,880
1228	SENIOR TESTING TECHNICIAN		42.5	742- 895	2	42.6	745- 899	1620-1955	23,464
1310	PUBLIC RELATIONS ASSISTANT		39.9	655- 792	1	40.0	658- 796	1431-1731	20,776
1350	SPECIAL ASSISTANT TO THE BD OF EDUCATION		41.0	691- 834	1	41.1	694- 838	1509-1823	21,872
1400	STUDENT AIDE, NYC			CONTRACT RATE	0		CONTRACT RATE		
1402	JUNIOR CLERK		35.4	531- 641	41	35.5	534- 644	1161-1401	16,808
1403	ELECTIONS CLERK		40.9	688- 830	0	41.0	691- 834	1503-1814	21,767
1404	CLERK		37.4	583- 704	191	37.5	586- 707	1275-1538	18,453
1406	SENIOR CLERK		39.9	655- 792	53	40.0	658- 796	1431-1731	20,776
1407	SENIOR EQUALIZATION CLERK			907- 907	1		912- 912	1984-1984	23,803
1408	PRINCIPAL CLERK		44.1	800- 966	66	44.2	803- 970	1747-2110	25,317
1410	CHIEF CLERK	Z	47.6	943-1141	19	47.7	947-1147	2060-2495	29,937
1414	ELECTIONS SUPERVISOR		51.3	1125-1362	1	51.4	1131-1368	2460-2975	35,705
1422	JUNIOR CLERK TYPIST		36.2	552- 664	5	36.3	554- 668	1205-1453	17,435
1424	CLERK TYPIST		38.2	605- 731	632	38.3	608- 735	1322-1599	19,184
1425	EQUALIZATION CLERK-TYPIST			690- 690	0		693- 693	1507-1507	18,087
1426	SENIOR CLERK TYPIST		40.2	664- 803	1051	40.3	668- 807	1453-1755	21,063
1428	WARD CLERK		40.9	688- 830	114	41.0	691- 834	1503-1814	21,767
1430	TRANSCRIBER TYPIST		40.2	664- 803	41	40.3	668- 807	1453-1755	21,063
1432	SENIOR TRANSCRIBER TYPIST		42.2	731- 882	10	42.3	735- 887	1599-1929	23,151
1436	BRAILLIST		39.2	634- 766	4	39.3	638- 769	1388-1673	20,071
1440	MEDICAL TRANSCRIBER TYPIST		41.4	704- 850	25	41.5	707- 854	1538-1857	22,289
1441	SENIOR MEDICAL TRANSCRIBER TYPIST		43.4	773- 934	1	43.5	777- 938	1690-2040	24,481
1442	JUNIOR CLERK STENOGRAPHER		37.1	575- 694	2	37.2	578- 697	1257-1516	18,192
*1444	SECRETARY I		39.1	631- 762	103	39.2	634- 766	1379-1666	19,993
1446	SECRETARY II		42.2	731- 882	316	42.3	735- 887	1599-1929	23,151

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1450	EXECUTIVE SECRETARY I.....	44.1	800- 966	51	44.2	803- 970	1747-2110	25,317
1452	EXECUTIVE SECRETARY II.....	45.3	846-1022	22	45.4	850-1027	1849-2234	26,805
1453	PRINCIPAL STENOGRAPHER, MAYOR'S OFFICE.. Z	44.1	800- 966	1	44.2	803- 970	1747-2110	25,317
1454	EXECUTIVE SECRETARY III.....	46.5	895-1083	19	46.6	899-1088	1955-2366	28,397
1458	LEGAL STENOGRAPHER.....	45.6	858-1037	73	45.7	862-1042	1875-2266	27,196
1459	LEGISLATIVE SECRETARY, BD OF EDUCATION..	41.6	710- 858	1	41.7	714- 862	1553-1875	22,498
1460	SENIOR LEGAL STENOGRAPHER.....	47.6	943-1141	18	47.7	947-1147	2060-2495	29,937
1461	PRINCIPAL LEGAL STENOGRAPHER..... Z	49.6	1037-1255	1	49.7	1042-1261	2266-2743	32,912
1464	MEDICAL CLERK STENOGRAPHER.....	44.6	818- 989	3	44.7	822- 994	1788-2162	25,943
1468	WATER SERVICES CLERK.....	40.9	688- 830	16	41.0	691- 834	1503-1814	21,767
1470	SERVICES AND SUPPLY ASST SUPERVISOR.....	43.8	788- 952	1	43.9	792- 956	1723-2079	24,952
1471	ELECTIONS WORKER.....	46.8	908-1099	1	46.9	912-1104	1984-2401	28,814
1473	ELECTIONS PLANNING ASSISTANT SUPERVISOR.	49.3	1022-1237	1	49.4	1027-1243	2234-2704	32,442
1474	CLAIMS PROCESS CLERK.....	40.9	688- 830	8	41.0	691- 834	1503-1814	21,767
1475	ELECTIONS PLANNING SUPERVISOR.....	52.8	1208-1463	1	52.9	1214-1470	2640-3197	38,367
1476	SENIOR CLAIMS PROCESS CLERK.....	43.3	769- 929	12	43.4	773- 934	1681-2031	24,377
1478	SENIOR WATER SERVICES CLERK.....	42.9	755- 912	11	43.0	758- 916	1649-1992	23,908
1480	PRINCIPAL WATER SERVICES CLERK.....	44.9	830-1003	6	45.0	834-1008	1814-2192	26,309
1486	EDUCATIONAL CREDENTIALS TECHNICIAN.....	43.6	781- 943	3	43.7	785- 947	1707-2060	24,717
1488	TECH INSTRUCT ASST, EVALUATION TECHNICIA	41.5	707- 854	6	41.6	710- 858	1544-1866	22,394
1489	TECH INSTRUCT ASST,BUSINESS LEARNING CTR	41.5	707- 854	1	41.6	710- 858	1544-1866	22,394
1492	ASSISTANT CLERK, BOARD OF SUPERVISORS...	54.7	1323-1603	6	54.8	1329-1611	2891-3504	42,047
1494	CLERK I.....	33.4	485- 583	0	33.5	487- 586	1059-1275	15,295
1495	CLERK II.....	37.4	583- 704	0	37.5	586- 707	1275-1538	18,453
1496	CLERK III.....	39.9	655- 792	1	40.0	658- 796	1431-1731	20,776
1497	SUPERVISING CLERK I.....	42.4	738- 891	0	42.5	742- 895	1614-1947	23,360
1498	SUPERVISING CLERK II.....	45.1	838-1013	2	45.2	842-1018	1831-2214	26,570
1499	SUPERVISING CLERK III.....	48.1	966-1169	1	48.2	970-1174	2110-2553	30,641
1502	CONFID SECY TO DIR, PARKING AUTHORITY...	46.5	895-1083	1	46.6	899-1088	1955-2366	28,397
1512	CONFID SECY AND EXEC ASST TO PUB DEFENDR Z	51.3	1125-1362	1	51.4	1131-1368	2460-2975	35,705
1514	CONFID SECRETARY OF SUPT OF SCHOOLS.....	50.5	1083-1310	1	50.6	1088-1316	2366-2862	34,348
1516	CONFIDENTIAL SECRETARY TO SUPT, SFJCD...	50.5	1083-1310	1	50.6	1088-1316	2366-2862	34,348
1520	CONFID SECRETARY TO DISTRICT ATTORNEY...	50.5	1083-1310	1	50.6	1088-1316	2366-2862	34,348
1523	CONFIDENTIAL SECRETARY TO THE C.A.O.... Z	50.5	1083-1310	1	50.6	1088-1316	2366-2862	34,348
1528	ADMINISTRATIVE SECRETARY.....	46.5	895-1083	19	46.6	899-1088	1955-2366	28,397
1546	SECRETARY, COMMISSION ON THE AGING..... Z	46.5	895-1083	1	46.6	899-1088	1955-2366	28,397
1602	CALCULATING MACHINE OPERATOR (KEY DRIVE)	38.9	625- 755	16	39.0	628- 758	1366-1649	19,784

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1626	JUNIOR ACCOUNT CLERK		35.4	531- 641	0	35.5	534- 644	1161-1401	16,808
1630	ACCOUNT CLERK		38.9	625- 755	185	39.0	628- 758	1366-1649	19,784
1632	SENIOR ACCOUNT CLERK		41.9	721- 870	84	42.0	724- 874	1575-1901	22,811
1634	PRINCIPAL ACCOUNT CLERK		44.6	818- 989	6	44.7	822- 994	1788-2162	25,943
1635	HEALTH CARE BILLING CLERK I		40.8	684- 826	10	40.9	688- 830	1496-1805	21,663
1636	HEALTH CARE BILLING CLERK II		43.3	769- 929	32	43.4	773- 934	1681-2031	24,377
1637	PATIENT ACCOUNTS CLERK		44.3	807- 975	7	44.4	810- 979	1762-2129	25,552
1638	ACCOUNTING MACHINE OPERATOR		39.4	641- 773	1	39.5	644- 777	1401-1690	20,280
1640	SENIOR ACCOUNTING MACHINE OPERATOR		43.9	792- 956	13	44.0	796- 961	1731-2090	25,082
1662	PATIENT ACCOUNTS ASSISTANT SUPERVISOR		45.9	870-1052	2	46.0	874-1057	1901-2299	27,588
1663	PATIENT ACCOUNTS SUPERVISOR		48.3	975-1180	6	48.4	979-1185	2129-2577	30,929
1664	PATIENT ACCOUNTS MANAGER		53.3	1237-1499	2	53.4	1243-1506	2704-3276	39,307
1803	POLICE STATISTICAL CLERK		43.3	769- 929	1	43.4	773- 934	1681-2031	24,377
1810	ACTUARIAL CLERK		40.9	688- 830	7	41.0	691- 834	1503-1814	21,767
1920	INVENTORY CLERK		39.6	647- 781	22	39.7	650- 785	1414-1707	20,489
1922	SENIOR INVENTORY CLERK		40.6	677- 818	4	40.7	681- 822	1481-1788	21,454
2110	MEDICAL RECORDS CLERK		40.9	688- 830	37	41.0	691- 834	1503-1814	21,767
2112	MEDICAL RECORDS TECHNICIAN		43.4	773- 934	14	43.5	777- 938	1690-2040	24,482
2114	MEDICAL RECORDS TECHNICIAN SUPERVISOR		46.9	912-1104	6	47.0	916-1109	1992-2412	28,945
2116	ASSOCIATE DIRECTOR MEDICAL RECORDS	Z	52.1	1169-1414	3	52.2	1174-1421	2553-3091	37,088
2118	DIRECTOR, MEDICAL RECORDS	Z	57.1	1484-1800	2	57.2	1491-1809	3243-3935	47,215
2812	CHIEF DEPUTY REGISTRAR, VITAL STATISTICS		43.8	788- 952	1	43.9	792- 956	1723-2079	24,952
3650	MEDICAL RECORDS LIBRARIAN		46.9	912-1104	1	47.0	916-1109	1992-2412	28,945
4202	ASSESSMENT CLERK		38.9	625- 755	24	39.0	628- 758	1366-1649	19,784
4203	SENIOR ASSESSMENT CLERK		40.9	688- 830	4	41.0	691- 834	1503-1814	21,767
4306	COLLECTIONS CLERK		42.8	752- 908	10	42.9	755- 912	1642-1984	23,803
4308	SENIOR COLLECTIONS CLERK		44.8	826- 998	4	44.9	830-1003	1805-2182	26,178
4310	COMMERCIAL DIV ASST SUPERVISOR		51.2	1120-1355	2	51.3	1125-1362	2447-2962	35,548
4311	COMMERCIAL DIVISION SUPERVISOR		56.1	1414-1714	2	56.2	1421-1723	3091-3748	44,970
4312	BOND AND COUPON SUPERVISOR		45.9	870-1052	1	46.0	874-1057	1901-2299	27,588
4320	CASHIER I		38.2	605- 731	13	38.3	608- 735	1322-1599	19,184
4321	CASHIER II		40.2	664- 803	13	40.3	668- 807	1453-1755	21,063
4322	CASHIER III		44.4	810- 979	9	44.5	814- 984	1770-2140	25,682
4334	INVESTIGATOR, TAX COLLECTOR		49.0	1008-1220	8	49.1	1013-1226	2203-2667	31,999
4335	SENIOR INVESTIGATOR, TAX COLLECTOR		51.0	1109-1342	4	51.1	1114-1349	2423-2934	35,209
4336	LICENSE BUREAU ASSISTANT SUPERVISOR		43.7	785- 947	1	43.8	788- 952	1714-2071	24,847
4337	PRINCIPAL INVESTIGATOR, TAX COLLECTOR		53.0	1220-1477	1	53.1	1226-1484	2667-3228	38,732

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
4340	CHIEF INVESTIGATOR, TAX COLLECTOR		54.5	1310-1588	1	54.6	1316-1596	2862-3471	41,656
4349	DIRECTOR OF REAL ESTATE, TAX COLLECTOR		54.8	1329-1611	1	54.9	1336-1618	2906-3519	42,230
4366	COLLECTION SUPERVISOR		46.9	912-1104	2	47.0	916-1109	1992-2412	28,945
4372	CASHIER, TAX COLLECTOR		47.9	956-1158	1	48.0	961-1163	2090-2530	30,354
5226	TRAFFIC SURVEY CODER-INTERVIEWER			5.48 HR	0		5.51 HR		
8102	PROCESS SERVER		36.2	552- 664	1	36.3	554- 668	1205-1453	17,435
8106	LEGAL PROCESS CLERK		39.1	631- 762	42	39.2	634- 766	1379-1666	19,993
8108	SENIOR LEGAL PROCESS CLERK		41.1	694- 838	20	41.2	697- 842	1516-1831	21,976
8109	DOCUMENT EXAMINING SUPERVISOR		46.7	903-1093	1	46.8	908-1099	1975-2390	28,684
8112	ASSISTANT COURT CLERK		44.9	830-1003	9	45.0	834-1008	1814-2192	26,309
8113	COURT CLERK		48.9	1003-1214	54	49.0	1008-1220	2192-2654	31,842
8115	ASSISTANT SUPERVISING COURT CLERK		49.9	1052-1273	6	50.0	1057-1279	2299-2782	33,382
8116	LEGISLATIVE CALENDAR CLERK		41.1	694- 838	1	41.2	697- 842	1516-1831	21,976
8118	LEGISLATION CLERK		47.6	943-1141	1	47.7	947-1147	2060-2495	29,937
8134	CONFIDENTIAL CRIME REPORTER		47.3	929-1125	1	47.4	934-1131	2031-2460	29,519
8136	SENIOR CONFIDENTIAL CRIME REPORTER		49.3	1022-1237	1	49.4	1027-1243	2234-2704	32,442
8138	COURT REPORTER		48.3	975-1180	1	48.4	979-1185	2129-2577	30,929
8168	MEDICAL CLAIMS ASSISTANT SUPERVISOR		47.1	920-1114	1	47.2	925-1120	2012-2436	29,232
8170	MEDICAL CLAIMS SUPERVISOR	Z	52.1	1169-1414	2	52.2	1174-1421	2553-3091	37,088
8171	LEGAL ASSISTANT		49.2	1018-1232	27	49.3	1022-1237	2223-2690	32,286
9110	FARE COLLECTIONS RECEIVER		43.2	766- 925	33	43.3	769- 929	1673-2021	24,247
9116	SENIOR FARE COLLECTIONS RECEIVER		45.7	862-1042	11	45.8	866-1047	1884-2277	27,327
9117	PRINCIPAL FARE COLLECTIONS RECEIVER		49.2	1018-1232	2	49.3	1022-1237	2223-2690	32,286
9118	TRANSIT REVENUE SUPERVISOR		51.9	1158-1401	1	52.0	1163-1407	2530-3060	36,723
9122	TRANSIT INFORMATION CLERK		42.7	748- 903	20	42.8	752- 908	1636-1975	23,699
9124	SENIOR TRANSIT INFORMATION CLERK		46.2	882-1067	3	46.3	887-1073	1929-2334	28,005
9125	CHIEF TRANSIT INFORMATION CLERK		48.9	1003-1214	1	49.0	1008-1220	2192-2654	31,842
9126	TRANSIT TRAFFIC CHECKER		45.2	842-1018	12	45.3	846-1022	1840-2223	26,674
9128	SENIOR TRANSIT TRAFFIC CHECKER		47.2	925-1120	2	47.3	929-1125	2021-2447	29,363
9131	STATION AGENT, MUNICIPAL RAILWAY		45.7	862-1042	65	45.8	866-1047	1884-2277	27,327
9355	WHARFINGER I		46.4	891-1078	4	46.5	895-1083	1947-2356	28,266
9356	WHARFINGER II		49.7	1042-1261	2	49.8	1047-1267	2277-2756	33,069
9357	CHIEF WHARFINGER	Z	54.7	1323-1603	1	54.8	1329-1611	2891-3504	42,047
9910	PUBLIC SERVICE TRAINEE			CONTRACT RATE	0		CONTRACT RATE		
9951	NEIGHBORHOOD YOUTH CORPS TRAINEE			CONTRACT RATE	0		CONTRACT RATE		
9953	GROUP LEADER NEIGHBORHOOD YOUTH CORPS			CONTRACT RATE	0		CONTRACT RATE		
9957	SUPERVISOR NEIGHBORHOOD YOUTH CORPS			CONTRACT RATE	0		CONTRACT RATE		

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLERICAL AND RELATED SERVICES *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
B164	SENIOR LAW CLERK	51.4	1131-1368	11	51.5	1136-1375	2471-2991	35,888
B512	GENERAL CLERK-TYPIST	38.6	617- 745	1	38.7	620- 748	1349-1627	19,523
B516	SENIOR CLERK-TYPIST	42.1	728- 878	1	42.2	731- 882	1590-1918	23,020

NUMBER OF CLASSES THIS BENCHMARK..... 151
NUMBER OF POSITIONS THIS BENCHMARK..... 4158

SAE750 1466 METER READER.....

1985-86 SALARY SCHEDULE 44.4 APPROX $1761 - $1945 - $2129 MO.
$10.12 - $11.18 - $12.23 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	10.13	11.19	12.24		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
CITY OF DALY CITY	3	9.75	10.82	11.88	32.46	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF HAYWARD	2	8.92	9.64	10.35	19.28	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF SAN JOSE	2	8.59	9.52	10.44	19.04	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SANTA CLARA	10	11.00	12.20	13.40	122.00	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	3	10.11	11.20	12.28	33.60	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	21	10.50	11.74	12.97	246.54	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
MARIN MUNICIPAL UTIL DIST	6	10.28	11.08	11.87	66.48	40.0	13	Y	Y	15	Y	Y	15%	79	218	10-15-20-25
TOTALS	7	47	.....		539.40											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

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BENCHMARK CLASS * 1466 METER READER.....*
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		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
*1466	METER READER.....	44.4	810- 979	15	45.0	834-1008	1814-2192	26,309
7204	CHIEF WATER SERVICE INSPECTOR.....	59.4	1658-2014	1	60.0	1706-2074	3711-4511	54,131
7316	WATER SERVICE INSPECTOR.....	54.4	1304-1580	25	55.0	1342-1626	2919-3537	42,439
7317	SENIOR WATER SERVICE INSPECTOR.....	57.4	1506-1827	8	58.0	1550-1881	3371-4091	49,094

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 49

SAE750 1652 SENIOR ACCOUNTANT.....

1985-86 SALARY SCHEDULE 47.3 APPROX $2020 - $2233 - $2446 MO.
$11.61 - $12.83 - $14.06 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	99	11.61	12.84	14.06		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	1045	11.71	12.71	13.64	13281.95	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	7	12.06	13.29	14.51	93.03	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	5	12.14	12.70	13.25	63.50	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	9	11.53	12.78	14.02	115.02	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	0	13.23	14.59	15.95	0.00	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	16	13.60	15.30	17.00	244.80	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	16	12.60	13.91	15.22	222.56	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	40	11.98	13.09	14.19	523.60	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF CONCORD	2	12.42	13.70	15.10	27.40	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF OAKLAND	15	12.79	13.49	14.18	202.35	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	12	13.85	15.33	16.84	183.96	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SANTA CLARA	1	15.48	17.16	18.84	17.16	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	4	13.73	15.27	16.81	61.08	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
U. C. BERKELEY	2	12.41	13.69	14.96	27.38	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 14	1,174		.....		15,063.79											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.83 HR. 2232 MO. *
* RATE RANGE 11.55 TO 14.11 HR. 2009 TO 2455 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1652 SENIOR ACCOUNTANT *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1650	ACCOUNTANT	Z	43.3	769- 929	167	43.3	769- 929	1673-2021	24,247
*1652	SENIOR ACCOUNTANT	Z	47.3	929-1125	100	47.3	929-1125	2021-2447	29,363
1654	PRINCIPAL ACCOUNTANT	Z	51.3	1125-1362	73	51.3	1125-1362	2447-2962	35,548
1655	SYSTEMS ACCOUNTANT	Z	52.3	1180-1429	13	52.3	1180-1429	2567-3108	37,297
1656	HEAD ACCOUNTANT	Z	55.3	1362-1650	37	55.3	1362-1650	2962-3589	43,065
1657	SENIOR SYSTEMS ACCOUNTANT	Z	56.3	1429-1731	6	56.3	1429-1731	3108-3765	45,179
1658	CHIEF ACCOUNTANT	Z	59.3	1650-2004	16	59.3	1650-2004	3589-4359	52,304
1661	ASST FISCAL OFFICER, BOARD OF EDUCATION.	Z	59.8	1690-2053	1	59.8	1690-2053	3676-4465	53,583
1666	FINANCE DIRECTOR, DEPT OF PUBLIC HEALTH.	Z	62.2	1899-2309	1	62.2	1899-2309	4130-5022	60,265
1675	SUPERVISING FISCAL OFFICER MUNI RAILWAY.	Z	61.6	1844-2242	9	61.6	1844-2242	4011-4876	58,516
1678	FINANCIAL OPERATIONS DIRECTOR	Z		3255-3255	1		3255-3255	7080-7080	84,956
1679	FINANCIAL REPORTS SPECIALIST	Z		2329-2329	1		2329-2329	5066-5066	60,787
1684	ASSOCIATE AUDITOR	Z	52.3	1180-1429	9	52.3	1180-1429	2567-3108	37,297
1686	SUPERVISING AUDITOR	Z	56.3	1429-1731	2	56.3	1429-1731	3108-3765	45,179
1688	CHIEF AUDITOR	Z	60.3	1731-2104	1	60.3	1731-2104	3765-4576	54,914
1828	SENIOR ASSOCIATE BUDGET ANALYST	Z	57.6	1520-1844	0	57.6	1520-1844	3306-4011	48,128
1842	BUSINESS MANAGER, CITY COLLEGE	Z	62.0	1881-2287	1	62.0	1881-2287	4091-4974	59,691
1896	DIRECTOR, WELFARE AUDITS	Z	59.0	1626-1975	1	59.0	1626-1975	3537-4296	51,548
2816	CHIEF, BUREAU OF RECORDS AND STATISTICS.	Z	51.5	1136-1375	1	51.5	1136-1375	2471-2991	35,888
3566	EXECUTIVE SECRETARY, MUSEUMS	Z	52.3	1180-1429	1	52.3	1180-1429	2567-3108	37,297
8336	BUSINESS MANAGER, JUVENILE COURT	Z	55.5	1375-1666	1	55.5	1375-1666	2991-3624	43,483
9180	ADMINISTRATIVE SERVICE OFFICER, PORT	Z	50.8	1099-1329	0	50.8	1099-1329	2390-2891	34,687
9185	BUSINESS SERVICE OFFICER, PORT OF SF		46.8	908-1099	0	46.8	908-1099	1975-2390	28,684

NUMBER OF CLASSES THIS BENCHMARK..... 23
NUMBER OF POSITIONS THIS BENCHMARK..... 442

SAE750 1720 DATA ENTRY OPERATOR.....

1985-86 SALARY SCHEDULE 38.2 APPROX $1315 - $1452 - $1589 MO.
$7.56 - $8.35 - $9.13 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	97	7.56	8.35	9.14		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	2682	8.33	8.48	8.58	22743.36	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	78	7.81	8.44	9.07	658.32	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	137	5.51	6.34	7.16	868.58	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	113	6.18	7.11	8.04	803.43	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	29	8.00	8.74	9.47	253.46	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	36	7.63	8.45	9.27	304.20	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	5	7.18	7.88	8.58	39.40	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	18	7.26	8.17	9.07	147.06	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	62	8.31	9.15	10.00	567.30	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	6	8.65	9.02	9.38	54.12	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF CONCORD	1	8.37	9.28	10.18	9.28	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF HAYWARD	1	7.84	8.58	9.31	8.58	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	6	8.05	8.48	8.91	50.88	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	5	8.67	9.61	10.55	48.05	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SANTA CLARA	4	8.83	9.77	10.71	39.08	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	4	9.21	10.24	11.26	40.96	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
OAKLAND CITY SCHOOL DIST.	2	5.62	6.40	7.18	12.80	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	11	7.90	8.59	9.27	94.49	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	17	7.78	8.42	9.05	143.14	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS	19	3,217	.....		26,886.49											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.36 HR. 1454 MO. *
* RATE RANGE 7.52 TO 9.20 HR. 1308 TO 1600 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1720 DATA ENTRY OPERATOR *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
*1720	DATA ENTRY OPERATOR	38.2	605- 731	97	38.3	608- 735	1322-1599	19,184
1721	SENIOR DATA ENTRY OPERATOR	41.2	697- 842	17	41.3	701- 846	1525-1840	22,081
1724	SENIOR TABULATING MACHINE OPERATOR	44.4	810- 979	1	44.5	814- 984	1770-2140	25,682
1727	SUPERVISING DATA ENTRY OPERATOR	43.2	766- 925	5	43.3	769- 929	1673-2021	24,247
1807	MANAGEMENT INFORMATION SYSTEMS TECH II.. Z	41.3	701- 846	0	41.4	704- 850	1531-1849	22,185
1808	MANAGEMENT INFORMATION SYSTEMS TECH I...	39.3	638- 769	0	39.4	641- 773	1394-1681	20,175
1833	TAPE LIBRARIAN, EDP	38.2	605- 731	3	38.3	608- 735	1322-1599	19,184
1834	SENIOR TAPE LIBRARIAN	40.2	664- 803	2	40.3	668- 807	1453-1755	21,063
1853	CONTROL CLERK, EDP	41.2	697- 842	49	41.3	701- 846	1525-1840	22,081
1855	SENIOR CONTROL CLERK, EDP	43.2	766- 925	24	43.3	769- 929	1673-2021	24,247
1856	ASST CONTROL SUPERVISOR, EDP	45.0	834-1008	4	45.1	838-1013	1823-2203	26,439
1858	CONTROL SUPERVISOR, EDP	47.5	938-1136	13	47.6	943-1141	2051-2482	29,780

NUMBER OF CLASSES THIS BENCHMARK..... 12
NUMBER OF POSITIONS THIS BENCHMARK..... 215

SAE750 1736 COMPUTER OPERATOR II.....

1985-86 SALARY SCHEDULE 41.6 APPROX $1544 - $1705 - $1866 MO.
$8.87 - $9.80 - $10.72 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	32	8.88	9.81	10.73		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	1349	9.83	9.85	10.24	13287.65	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	11	8.50	9.28	10.26	102.08	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	54	7.71	8.87	10.03	478.98	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	64	8.57	9.86	11.14	631.04	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	1	9.50	10.40	11.29	10.40	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	8	8.40	9.31	10.21	74.48	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	3	8.94	9.85	10.75	29.55	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	7	9.20	10.35	11.50	72.45	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	2	8.70	9.59	10.48	19.18	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	2	9.79	10.21	10.63	20.42	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF CONCORD	1	10.58	11.72	12.85	11.72	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF OAKLAND	0	9.31	9.81	10.30	0.00	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	3	9.52	10.55	11.58	31.65	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SANTA CLARA	1	11.00	12.20	13.40	12.20	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	1	11.17	12.38	13.58	12.38	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	5	10.43	11.59	12.75	57.95	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
OAKLAND CITY SCHOOL DIST.	1	7.36	8.37	9.38	8.37	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	10	8.91	9.75	10.58	97.50	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	22	8.91	9.75	10.58	214.50	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 19	1,545	.....			15,172.50											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.82 HR. 1708 MO. *
* RATE RANGE 8.84 TO 10.80 HR. 1538 TO 1879 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1736 COMPUTER OPERATOR II *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1731	COMPUTER OPERATOR TRAINEE			607- 607	3		610- 610	1327-1327	15,921
1734	COMPUTER OPERATOR I		39.3	638- 769	10	39.4	641- 773	1394-1681	20,175
*1736	COMPUTER OPERATOR II		41.6	710- 858	32	41.7	714- 862	1553-1875	22,498
1737	SENIOR COMPUTER OPERATOR		44.6	818- 989	14	44.7	822- 994	1788-2162	25,943
1738	COMPUTER OPERATIONS SHIFT SUPERVISOR	Z	47.6	943-1141	7	47.7	947-1147	2060-2495	29,937
1739	COMPUTER OPERATIONS SUPERVISOR II	Z	53.6	1255-1520	7	53.7	1261-1528	2743-3323	39,881
1741	COMPUTER OPERATIONS SUPERVISOR I	Z	50.6	1088-1316	2	50.7	1093-1323	2377-2878	34,530
1780	ASST CHIEF, COMPUT OPER AND SUPPORT SERV	Z	56.6	1450-1756	3	56.7	1457-1765	3169-3839	46,067
1860	COMPUTER OPERATIONS SUPPORT SUPERVISOR	Z	53.6	1255-1520	4	53.7	1261-1528	2743-3323	39,881
1868	TELEPROCESSING TECHNICIAN		47.6	943-1141	10	47.7	947-1147	2060-2495	29,937

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 92

SAE750 1760 OFFSET MACHINE OPERATOR.....

1985-86 SALARY SCHEDULE 40.8 APPROX $1487 - $1642 - $1796 MO.
$8.55 - $9.43 - $10.32 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	20	8.55	9.44	10.33		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	336	9.58	9.60	10.60	3225.60	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	7	8.07	8.78	9.49	61.46	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	12	6.91	7.96	9.00	95.52	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	4	11.07	11.07	11.07	44.28	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	5	7.86	8.71	9.56	43.55	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	2	8.39	9.21	10.03	18.42	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	3	8.24	9.27	10.30	27.81	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	3	8.50	9.37	10.24	28.11	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF DALY CITY	1	10.09	11.19	12.28	11.19	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF FREMONT	2	8.41	9.13	9.84	18.26	40.0	11	Y	Y	12	Y	N	11%	65	190	12-15-21-21
CITY OF HAYWARD	1	9.93	10.75	11.57	10.75	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	5	8.69	9.16	9.63	45.80	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	3	8.34	9.25	10.14	27.75	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SANTA CLARA	1	9.96	11.06	12.15	11.06	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	0	9.19	10.21	11.22	0.00	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
EAST BAY MUNI. UTIL. DIST.	2	10.43	11.59	12.75	23.18	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
OAKLAND CITY SCHOOL DIST.	6	5.91	6.72	7.53	40.32	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	1	7.20	7.78	8.36	7.78	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	4	7.20	7.78	8.36	31.12	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 19	394	.....			3,727.68											
FLAT RATE TOTALS	4	.....			44.28											
COMBINED TOTAL	398															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.46 HR. 1646 MO. *
* RATE RANGE 8.51 TO 10.41 HR. 1480 TO 1811 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 11.07 TO 11.07 HR. 1926 TO 1926 MO. *

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1760 OFFSET MACHINE OPERATOR..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....		40.8	684- 826	0	40.9	688- 830	1496-1805	21,663
1750	MICROPHOTO TECHNICIAN.....		39.8	652- 788	4	39.9	655- 792	1425-1723	20,671
1752	SENIOR MICROPHOTO TECHNICIAN.....		43.3	769- 929	3	43.4	773- 934	1681-2031	24,377
*1760	OFFSET MACHINE OPERATOR.....		40.8	684- 826	20	40.9	688- 830	1496-1805	21,663
1762	SENIOR OFFSET MACHINE OPERATOR.....		44.1	800- 966	5	44.2	803- 970	1747-2110	25,317
1763	REPRODUCTION SUPERVISOR I.....		46.1	878-1062	0	46.2	882-1067	1918-2321	27,849
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR		46.1	878-1062	5	46.2	882-1067	1918-2321	27,849
1772	PHOTO-LITHOGRAPHER.....		47.2	925-1120	1	47.3	929-1125	2021-2447	29,363
1778	BLUEPRINT AND REPRODUCTION MANAGER.....	Z	49.1	1013-1226	2	49.2	1018-1232	2214-2680	32,155

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 40

SAE750 1760 OFFSET MACHINE OPERATOR.....

1985-86 SALARY SCHEDULE 40.8 APPROX $1487 - $1642 - $1796 MO.
$8.55 - $9.43 - $10.32 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	20	8.55	9.44	10.33		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	336	9.58	9.60	10.60	3225.60	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	7	8.07	8.78	9.49	61.46	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	12	6.91	7.96	9.00	95.52	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	4	11.07	11.07	11.07	44.28	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	5	7.86	8.71	9.56	43.55	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	2	8.39	9.21	10.03	18.42	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	3	8.24	9.27	10.30	27.81	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	3	8.50	9.37	10.24	28.11	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF DALY CITY	1	10.09	11.19	12.28	11.19	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF FREMONT	2	8.41	9.13	9.84	18.26	40.0	11	Y	Y	12	Y	N	11%	65	190	12-15-21-21
CITY OF HAYWARD	1	9.93	10.75	11.57	10.75	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	5	8.69	9.16	9.63	45.80	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	3	8.34	9.25	10.14	27.75	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SANTA CLARA	1	9.96	11.06	12.15	11.06	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	0	9.19	10.21	11.22	0.00	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
EAST BAY MUNI. UTIL. DIST.	2	10.43	11.59	12.75	23.18	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
OAKLAND CITY SCHOOL DIST.	6	5.91	6.72	7.53	40.32	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	1	7.20	7.78	8.36	7.78	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	4	7.20	7.78	8.36	31.12	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 19	394		.....		3,727.68											
FLAT RATE TOTALS	4		.....		44.28											
COMBINED TOTAL	398															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 9.46 HR. 1646 MO. *
* RATE RANGE 8.51 TO 10.41 HR. 1480 TO 1811 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 11.07 TO 11.07 HR. 1926 TO 1926 MO. *

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1760 OFFSET MACHINE OPERATOR..... *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1742	SENIOR BLUEPRINTING MACHINE OPERATOR....	40.8	684- 826	0	40.9	688- 830	1496-1805	21,663
1750	MICROPHOTO TECHNICIAN.....	39.8	652- 788	4	39.9	655- 792	1425-1723	20,671
1752	SENIOR MICROPHOTO TECHNICIAN.....	43.3	769- 929	3	43.4	773- 934	1681-2031	24,377
*1760	OFFSET MACHINE OPERATOR.....	40.8	684- 826	20	40.9	688- 830	1496-1805	21,663
1762	SENIOR OFFSET MACHINE OPERATOR.....	44.1	800- 966	5	44.2	803- 970	1747-2110	25,317
1763	REPRODUCTION SUPERVISOR I.....	46.1	878-1062	0	46.2	882-1067	1918-2321	27,849
1764	MAIL AND REPRODUCTION SERVICE SUPERVISOR	46.1	878-1062	5	46.2	882-1067	1918-2321	27,849
1772	PHOTO-LITHOGRAPHER.....	47.2	925-1120	1	47.3	929-1125	2021-2447	29,363
1778	BLUEPRINT AND REPRODUCTION MANAGER..... Z	49.1	1013-1226	2	49.2	1018-1232	2214-2680	32,155

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 40

SAE750 1770 PHOTOGRAPHER.....

1985-86 SALARY SCHEDULE 46.2 APPROX $1918 - $2119 - $2320 MO.
$11.02 - $12.18 - $13.33 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	1	11.03	12.19	13.34		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	134	12.70	12.78	13.99	1712.52	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	0	10.06	11.06	12.06	0.00	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	4	6.91	7.96	9.00	31.84	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	6	7.71	8.87	10.03	53.22	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	14	8.57	9.86	11.14	138.04	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
SANTA CLARA COUNTY	1	9.30	10.27	11.23	10.27	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF SAN JOSE	0	11.41	12.64	13.85	0.00	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SANTA CLARA	1	11.56	12.81	14.05	12.81	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
OAKLAND CITY SCHOOL DIST.	1	7.72	8.79	9.85	8.79	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	0	9.91	10.89	11.87	0.00	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. MEDICAL CENTER S.F.	4	11.33	12.48	13.63	49.92	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 11	165	.....			2,017.41											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1770 PHOTOGRAPHER *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*1770	PHOTOGRAPHER	46.2	882-1067	1	46.3	887-1073	1929-2334	28,005
1771	MEDIA PRODUCTION SPECIALIST	48.6	989-1197	1	48.7	994-1203	2162-2617	31,398
1773	MEDIA TRAINING SPECIALIST		1109-1342	1		1115-1349	2425-2934	35,209
1774	HEAD PHOTOGRAPHER	49.2	1018-1232	1	49.3	1022-1237	2223-2690	32,286
3534	MUSEUM PHOTOGRAPHER	49.2	1018-1232	1	49.3	1022-1237	2223-2690	32,286

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 5

SAE750 1842 MANAGEMENT ASSISTANT.....

1985-86 SALARY SCHEDULE 48.4 APPROX $2129 - $2353 - $2577 MO.
$12.23 - $13.52 - $14.81 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
STATE OF CALIFORNIA	51	14.51	16.01	17.51	816.51	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	11	12.99	15.20	17.40	167.20	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	2	12.14	13.45	14.76	26.90	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
SAN MATEO COUNTY	4	12.14	13.66	15.18	54.64	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	7	12.23	13.55	14.87	94.85	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	20	13.14	14.38	15.61	287.60	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF CONCORD	1	14.05	15.56	17.07	15.56	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF SAN JOSE	41	13.64	15.11	16.58	619.51	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SUNNYVALE	7	14.35	15.92	17.48	111.44	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
U. C. MEDICAL CENTER S.F.	82	12.41	13.69	14.96	1122.58	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	90	12.41	13.69	14.96	1232.10	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 11	316	.....			4,548.89											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1842 MANAGEMENT ASSISTANT..... *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1110	EXEC ASST TO GEN MANAGER, RETIREMENT SYS	Z	57.1	1484-1800	1	58.5	1588-1927	3454-4191	50,295
1111	EXEC DIRECTOR, RELOCATION APPEALS BOARD.	Z	52.7	1203-1457	1	54.1	1285-1558	2795-3389	40,664
1114	ADMINISTRATOR, RETIREMENT SERVICES.....	Z	59.3	1650-2004	1	60.7	1765-2145	3839-4665	55,985
1115	CHIEF INVESTMENT OFFICER.....	Z	65.9	2274-2764	1	67.3	2435-2960	5296-6438	77,256
1116	COMMERCIAL DIVISION ASSISTANT MANAGER...	Z	61.5	1835-2230	1	62.9	1965-2388	4274-5194	62,327
1118	COMMERCIAL DIVISION MANAGER.....	Z	63.0	1975-2401	1	64.4	2115-2571	4600-5592	67,103
1491	ASSOCIATE REGISTRAR, SFJCD.....	Z	48.4	979-1185	2	49.8	1047-1267	2277-2756	33,069
1506	CONFIDENTIAL SECRETARY TO THE SHERIFF...	Z	51.2	1120-1355	1	52.6	1197-1450	2603-3154	37,845
1518	CONFIDENTIAL SECRETARY TO ASSESSOR.....	Z	50.5	1083-1310	1	51.9	1158-1401	2519-3047	36,566
1522	CONFIDENTIAL SECRETARY TO CITY ATTORNEY.	Z	53.1	1226-1484	1	54.5	1310-1588	2849-3454	41,447
1530	ADMINISTRATIVE SECRETARY TO THE MAYOR...			1550-1550	1		1659-1659	3608-3608	43,300
1540	SECRETARY, FIRE COMMISSION.....	Z	56.2	1421-1723	1	57.6	1520-1844	3306-4011	48,128
1544	SECRETARY, LIBRARY COMMISSION.....	Z	53.6	1255-1520	1	55.0	1342-1626	2919-3537	42,439
1548	SECRETARY, SOCIAL SERVICES COMMISSION...	Z	50.5	1083-1310	1	51.9	1158-1401	2519-3047	36,566
1550	EXEC ASST TO THE BD OF ED.....		53.5	1249-1513	1	54.9	1336-1618	2906-3519	42,230
1551	SECRETARY, HEALTH COMMISSION.....	Z	58.0	1550-1881	1	59.4	1658-2014	3606-4380	52,565
1554	ADMIN SECRETARY, PUBLIC UTILITIES COMM..	Z	61.1	1800-2188	1	62.5	1927-2342	4191-5094	61,126
1556	ADMIN SECRETARY, CITY PLANNING COMM.....	Z	54.3	1298-1573	1	55.7	1388-1682	3019-3658	43,900
1574	EXECUTIVE SECRETARY TO THE CONTROLLER...	Z	44.5	814- 984	1	45.9	870-1052	1892-2288	27,457
1802	RESEARCH ASSISTANT.....	Z	45.6	858-1037	8	47.0	916-1109	1992-2412	28,945
1804	STATISTICIAN.....	Z	48.0	961-1163	10	49.4	1027-1243	2234-2704	32,442
1806	SENIOR STATISTICIAN.....	Z	51.5	1136-1375	6	52.9	1214-1470	2640-3197	38,367
1809	ADMIN ASST. TO SUPERINTENDENT OF SCHOOLS	Z		1523-1523	3		1630-1630	3545-3545	42,543
1812	ASSISTANT RETIREMENT ANALYST.....	Z	46.3	887-1073	13	47.7	947-1147	2060-2495	29,937
1813	RETIREMENT ANALYST.....	Z	50.3	1073-1298	7	51.7	1147-1388	2495-3019	36,227
1814	ASSISTANT ACTUARY.....	Z	56.0	1407-1706	2	57.4	1506-1827	3276-3974	47,685
1815	MANAGEMENT AIDE.....			1408-1408	0		1507-1507	3278-3278	39,333
1816	ACTUARY.....	Z	62.7	1946-2365	1	64.1	2084-2533	4533-5509	66,111
1820	JUNIOR ADMINISTRATIVE ANALYST.....	Z	43.9	792- 956	2	45.3	846-1022	1840-2223	26,674
1822	ADMINISTRATIVE ANALYST.....	Z	51.4	1131-1368	5	52.8	1208-1463	2627-3182	38,184
1823	SENIOR ADMINISTRATIVE ANALYST.....	Z	54.4	1304-1580	24	55.8	1394-1690	3032-3676	44,109
1824	PRINCIPAL ADMINISTRATIVE ANALYST.....	Z	57.6	1520-1844	18	59.0	1626-1975	3537-4296	51,548
1825	MANAGEMENT ANALYST.....	Z	55.6	1381-1674	1	57.0	1477-1791	3213-3895	46,745
1829	OPERATIONS ANALYST.....	Z	48.6	989-1197	5	50.0	1057-1279	2299-2782	33,382
1831	LEGISLATIVE AIDE, BOARD OF SUPERVISORS..	Z		1074-1074	11		1149-1149	2499-2499	29,989
1835	ADMIN ASST TO MEMBERS OF THE BD OF SUPVS	Z		1180-1180	11		1263-1263	2747-2747	32,964
1836	MEMBERSHIP REP, HEALTH SERVICE SYSTEM...		49.2	1018-1242	1	50.6	1088-1316	2366-2862	34,345

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1842 MANAGEMENT ASSISTANT *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1840	JUNIOR MANAGEMENT ASSISTANT	Z	44.4	810- 979	23	45.8	866-1047	1884-2277	27,327
*1842	MANAGEMENT ASSISTANT	Z	48.4	979-1185	42	49.8	1047-1267	2277-2756	33,069
1844	SENIOR MANAGEMENT ASSISTANT	Z	51.9	1158-1401	65	53.3	1237-1499	2690-3260	39,124
1846	EXECUTIVE ASSISTANT, MAYOR'S OFFICE	Z	54.6	1316-1596	0	56.0	1407-1706	3060-3711	44,527
1847	EXECUTIVE AIDE TO THE MAYOR'S OFFICE	Z	52.5	1191-1443	1	53.9	1273-1543	2769-3356	40,272
1848	MAYOR'S PROGRAM CONSULTANT	Z		1163-1163	0		1244-1244	2706-2706	32,468
1849	MAYOR'S PROGRAM MANAGER	Z		1243-1743	0		1865-1865	4056-4056	48,677
1851	MAYOR'S SENIOR PROGRAM MANAGER	Z		2473-2473	0		2646-2646	5755-5755	69,061
1886	MANAGER, BUR OF PERFORM MONITORING, PUC	Z		1958-1958	1		2095-2095	4557-4557	54,680
2119	HEALTH CARE ANALYST	Z	51.9	1158-1401	3	53.3	1237-1499	2690-3260	39,124
2124	DIRECTOR OF ADMISSIONS, SF GEN HOSPITAL	Z	54.1	1285-1558	2	55.5	1375-1666	2991-3624	43,483
2140	HOSPITAL ADMINISTRATIVE ASSISTANT	Z	53.3	1237-1499	10	54.7	1323-1603	2878-3487	41,838
2246	ASSISTANT DIRECTOR CLINICAL SERVICES I	Z	58.1	1558-1890	6	59.5	1666-2023	3624-4400	52,800
2248	ASSISTANT DIRECTOR CLINICAL SERVICES II	Z	62.6	1936-2354	10	64.0	2074-2521	4511-5483	65,798
2979	STUDENT ASSIGNMENT MANAGER, BD OF EDUC		54.2	1291-1565	1	55.6	1381-1674	3004-3641	43,691
2982	RENT BOARD SUPERVISOR	Z	51.7	1147-1388	2	53.1	1226-1484	2667-3228	38,732
2991	ASST TO THE DIRECTOR, COMM ON THE AGING	Z	49.9	1052-1273	1	51.3	1125-1362	2447-2962	35,548
3110	EXEC SECY TO GEN MANAGER, REC AND PARK	Z	51.7	1147-1388	1	53.1	1226-1484	2667-3228	38,732
3180	FARMERS MARKET MANAGER		46.0	874-1057	1	47.4	934-1131	2031-2460	29,519
3563	DIR, NEIGHBORHOOD ART PROG, ART COMM		51.9	1158-1401	1	53.3	1237-1499	2690-3260	39,124
3589	ASST DIR, ADMIN CENTER FOR ASIAN ART	Z	53.4	1243-3506	1	54.8	1329-1611	2891-3504	42,047
4118	PERFORMING ARTS CENTER AIDE		48.4	979-1185	3	49.8	1047-1267	2277-2756	33,069
4298	ADMINISTRATOR, ASSESSMENT APPEALS BOARD	Z	52.3	1180-1429	1	53.7	1261-1528	2743-3323	39,881
4331	SECURITY ANALYST	Z	57.6	1520-1844	2	59.0	1626-1975	3537-4296	51,548
4332	ASSISTANT CHIEF OF INVESTMENTS	Z	61.2	1809-2199	3	62.6	1936-2354	4211-5120	61,439
4378	CASH MANAGEMENT AND INVESTMENT OFFICER	Z	62.3	1909-2319	1	63.7	2043-2483	4444-5401	64,806
5111	DEPUTY FOR DEVELOPMENT	Z		2886-2886	0		3088-3088	6716-6716	80,597
5139	DEPUTY GENERAL MANAGER, HETCH HETCHY	Z		2481-2481	1		2655-2655	5775-5775	69,296
5185	GENERAL MANAGER, HETCH HETCHY PROJECT	Z		2793-2793	1		2989-2989	6501-6501	78,013
7421	SEWER MAINTENANCE WORKER	Z	48.6	989-1197	42	50.0	1057-1279	2299-2782	33,382
8130	ADMINISTRATIVE ASST, DISTRICT ATTORNEY	Z	53.1	1226-1484	1	54.5	1310-1588	2849-3454	41,447
9139	TRANSIT SUPERVISOR		52.8	1208-1463	218	54.2	1291-1565	2808-3404	40,847
9140	TRANSIT MANAGER I	Z	55.3	1362-1650	30	56.7	1457-1765	3169-3839	46,067
9141	TRANSIT MANAGER II	Z	57.8	1535-1862	15	59.2	1642-1994	3571-4337	52,043
9142	TRANSIT MANAGER III	Z	60.3	1731-2104	5	61.7	1853-2252	4030-4898	58,777
9176	SCHOOL TRANSPORTATION SCHEDULER		46.9	912-1104	6	48.3	975-1180	2121-2567	30,798
9178	SCHOOL TRANSPORTATION SUPERVISOR	Z	57.1	1484-1800	1	58.5	1588-1927	3454-4191	50,295

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1842 MANAGEMENT ASSISTANT.....*

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
9276	SECRETARY, AIRPORTS COMMISSION.....	Z	53.8	1267-1535	1	55.2	1355-1642	2947-3571	42,856
9376	MARKET RESEARCH SPECIALIST, PORT.....	Z	53.4	1243-1506	1	54.8	1329-1611	2891-3504	42,047
9383	DIRECTOR, PLANNING AND RESEARCH.....	Z	66.5	2342-2847	1	67.9	2507-3047	5453-6627	79,527
9384	DIRECTOR, FINANCE AND ADMINISTRATION....			2846-2846	1		3045-3045	6623-6623	79,475
9387	PORT TRAFFIC MANAGER.....	Z	57.5	1513-1835	1	58.9	1618-1965	3519-4274	51,287
9388	DIRECTOR, MARITIME.....		66.5	2342-2847	1	67.9	2507-3047	5453-6627	79,527
9389	PORT TRAFFIC ANALYST.....	Z	51.3	1125-1362	1	52.7	1203-1457	2617-3169	38,028
9390	EXECUTIVE ASSISTANT TO THE PORT DIRECTOR	Z	57.6	1520-1844	1	59.0	1626-1975	3537-4296	51,548
9730	STAFF AIDE I, SPECIAL PROJECT.....	Z		613- 613	36		613- 613	1333-1333	15,999
9732	STAFF AIDE II, SPECIAL PROJECT.....	Z		706- 706	1		706- 706	1536-1536	18,427
9734	STAFF ASSISTANT I, SPECIAL PROJECT.....	Z		802- 802	1		802- 802	1744-1744	20,932
9736	STAFF ASSISTANT II, SPECIAL PROJECT.....	Z		921- 921	0		921- 921	2003-2003	24,038
9738	STAFF ASSISTANT III, SPECIAL PROJECT....	Z		1058-1058	0		1058-1058	2301-2301	27,614
9740	STAFF ASSISTANT IV, SPECIAL PROJECT.....	Z		1218-1218	3		1218-1218	2649-2649	31,790
9742	STAFF ASSISTANT V, SPECIAL PROJECT.....	Z		1404-1404	0		1404-1404	3054-3054	36,644
9744	STAFF ASSISTANT VI, SPECIAL PROJECT.....	Z		1620-1620	1		1620-1620	3524-3524	42,282
9746	STAFF ASSISTANT VII, SPECIAL PROJECT....	Z		1866-1866	0		1866-1866	4059-4059	48,703
9748	STAFF ASSISTANT VIII, SPECIAL PROJECT...	Z		2050-2050	3		2050-2050	4459-4459	53,505
9750	STAFF ASSISTANT IX, SPECIAL PROJECT.....	Z		2259-2259	0		2259-2259	4913-4913	58,960
9752	STAFF ASSISTANT X, SPECIAL PROJECT.....	Z		2482-2482	1		2482-2482	5398-5398	64,780
9754	STAFF ASSISTANT XI, SPECIAL PROJECT.....	Z		2731-2731	1		2731-2731	5940-5940	71,279
9756	STAFF ASSISTANT XII, SPECIAL PROJECT....	Z		2864-2864	0		2864-2864	6229-6229	74,750
9758	STAFF ASSISTANT XIII, SPECIAL PROJECT...	Z		3010-3010	0		3010-3010	6547-6547	78,561
9782	ASSISTANT TO MAYOR I.....	Z		979-1027	3		1048-1099	2279-2390	28,684
9784	ASSISTANT TO MAYOR II.....	Z		1169-1169	5		1251-1251	2721-2721	32,651
9786	ASSISTANT TO MAYOR III.....	Z		1323-1388	4		1416-1485	3080-3230	38,759
9788	ASSISTANT TO MAYOR IV.....	Z		1491-1491	1		1595-1595	3469-3469	41,630
9790	ASSISTANT TO MAYOR V.....	Z		1748-1748	12		1870-1870	4067-4067	48,807
9792	ASSISTANT TO MAYOR VI.....	Z		1946-1946	1		2082-2082	4528-4528	54,340
9794	ASSISTANT TO MAYOR VII.....	Z		2582-2582	3		2763-2763	6010-6010	72,114
9920	PUBLIC SERVICE AIDE-ASST TO PROFESSIONAL			597- 597	0		639- 639	1390-1390	16,678
9922	PUBLIC SERVICE AIDE-ASSOC TO PROFESSIONA			652- 652	0		698- 698	1518-1518	18,218

NUMBER OF CLASSES THIS BENCHMARK..... 106
NUMBER OF POSITIONS THIS BENCHMARK..... 733

SAE750 1872 PROGRAMMER ANALYST.....

1985-86 SALARY SCHEDULE 50.5 APPROX $2355 - $2602 - $2849 MO.
$13.53 - $14.95 - $16.37 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS: WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	62	13.54	14.96	16.38		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	1599	14.74	14.91	15.25	23841.09	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	19	10.06	11.06	12.06	210.14	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	136	12.68	14.59	16.49	1984.24	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	115	15.20	17.48	19.76	2010.20	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	17	14.14	15.59	17.03	265.03	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	3	11.51	12.75	13.99	38.25	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	6	14.26	15.72	17.18	94.32	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	10	11.64	13.10	14.55	131.00	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	11	12.07	13.33	14.58	146.63	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF CONCORD	2	13.43	14.88	16.32	29.76	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF OAKLAND	2	10.83	12.01	13.19	24.02	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	9	13.66	15.13	16.59	136.17	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
EAST BAY MUNI. UTIL. DIST.	2	13.39	14.90	16.41	29.80	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
EAST BAY MUNI. UTIL. DIST.	6	15.19	16.91	18.62	101.46	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
OAKLAND CITY SCHOOL DIST.	1	10.80	12.29	13.77	12.29	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	34	13.94	15.38	16.82	369.12	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	65	13.94	15.38	16.82	999.70	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 17	2,027	.....			30,423.22											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.01 HR. 2611 MO. *
* RATE RANGE 13.51 TO 16.51 HR. 2350 TO 2872 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1872 PROGRAMMER ANALYST..... *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1745	TECH INSTRUCT ASST, COMPUTER SERVICES...		42.9	755- 912	3	43.0	758- 916	1649-1992	23,908
1861	SYSTEMS AND PROCEDURES ANAYLST, SPEC PRO	Z	52.5	1191-1443	2	52.6	1197-1450	2603-3154	37,845
1862	SYSTEMS AND PROCEDURES ANAYLST.....	Z	52.5	1191-1443	14	52.6	1197-1450	2603-3154	37,845
1863	SR SYS AND PROCEDURES ANALYST, SPEC PROJ	Z	55.5	1375-1666	2	55.6	1381-1674	3004-3641	43,691
1864	SR SYSTEMS AND PROCEDURES ANALYST.....	Z	55.5	1375-1666	38	55.6	1381-1674	3004-3641	43,691
1865	SYSTEMS AND PROCEDURES SUPV, SPEC PROJ..	Z	58.5	1588-1927	0	58.6	1596-1936	3471-4211	50,530
1866	SYSTEMS AND PROCEDURES SUPERVISOR.....	Z	58.5	1588-1927	27	58.6	1596-1936	3471-4211	50,530
1869	TECH INSTRUCT ASST,COMPUTER SERVICES MAN		50.5	1083-1310	3	50.6	1088-1316	2366-2862	34,348
1870	PROGRAMMER ANALYST TRAINEE.....	Z	48.5	984-1191	3	48.6	989-1197	2151-2603	31,242
1871	ASSISTANT SOFTWARE ANALYST.....	Z	54.6	1316-1596	2	54.7	1323-1603	2878-3487	41,838
*1872	PROGRAMMER ANALYST.....	Z	50.5	1083-1310	62	50.6	1088-1316	2366-2862	34,348
1873	SOFTWARE ANALYST.....	Z	56.5	1443-1748	15	56.6	1450-1756	3154-3819	45,832
1874	SENIOR PROGRAMMER ANALYST.....	Z	53.5	1249-1513	39	53.6	1255-1520	2730-3306	39,672
1875	SENIOR SOFTWARE ANALYST.....	Z	58.5	1588-1927	9	58.6	1596-1936	3471-4211	50,530
1876	DATA PROCES PROGRAMMING AND SYSTEMS SUPV	Z	56.5	1443-1748	17	56.6	1450-1756	3154-3819	45,832
1877	SUPERVISING SOFTWARE ANALYST.....	Z	61.0	1791-2178	6	61.1	1800-2188	3915-4759	57,107
1879	PROJECT MANAGER, SPECIAL PROJECT.....	Z	63.8	2053-2496	4	63.9	2063-2507	4487-5453	65,433
1880	CHIEF OF SYSTEMS.....	Z	63.8	2053-2496	20	63.9	2063-2507	4487-5453	65,433
1885	MANAGER, BUR OF MANAGEMENT INFO SYS, PUC	Z		3052-3052	1		3067-3067	6671-6671	80,049
9307	COMPUTER OPERATIONS SUPERVISOR, PORT....		52.1	1169-1414	0	52.2	1174-1421	2553-3091	37,088

NUMBER OF CLASSES THIS BENCHMARK..... 20
NUMBER OF POSITIONS THIS BENCHMARK..... 267

1985-86 SALARY SCHEDULE 41.8 APPROX $1559 - $1721 - $1883 MO.
$8.96 - $9.89 - $10.82 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	70	5.96	9.90	10.83		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
ALAMEDA COUNTY	29	8.51	9.33	10.15	270.57	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	6	9.65	10.69	11.73	64.14	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
SAN MATEO COUNTY	1	8.86	9.97	11.07	9.97	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	21	8.31	9.15	10.00	192.15	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF HAYWARD	1	8.59	9.51	10.42	9.51	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	11	9.58	10.09	10.59	171.53	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	8	9.52	10.55	11.58	84.40	40.0	12	Y	Y	12	Y	Y	11%	115	*115	10-15-20-21
CITY OF SANTA CLARA	1	10.47	11.62	12.76	11.62	40.0	12	Y	Y	12	Y	Y	11%	115	*115	10-15-20-21
CITY OF SUNNYVALE	1	10.52	11.66	12.79	11.66	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
CITY OF SUNNYVALE	17	10.14	11.52	12.73	195.84	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
OAKLAND CITY SCHOOL DIST	8	8.98	9.11	9.31	72.88	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	14	9.81	10.89	11.82	151.90	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	13	9.71	10.65	11.59	138.45	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
BAY AREA RAPID TRANSIT	76	11.07	12.07	12.07	313.82	40.0	12	Y	Y	12	Y	N	11%	171	171	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	2	10.25	11.32	12.39	22.64	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-21-30
TOTALS	15	199			1,407.26											
FLAT RATE TOTALS		26			313.82											
COMBINED TOTAL		188														

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.12 HR. 1760 MO. *
* RATE RANGE 9.11 TO 11.13 HR. 1585 TO 1936 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 12.07 TO 12.07 HR. 2100 TO 2100 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 9.58 TO 11.28 HR. 1666 TO 1962 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1934 STOREKEEPER *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1914	FILM SERVICE TECHNICIAN	39.8	652- 788	3	40.6	677- 818	1472-1779	21,350
1924	MATERIALS AND SUPPLIES SUPERVISOR	41.1	694- 838	7	41.9	721- 870	1568-1892	22,707
1926	SENIOR MATERIALS AND SUPPLIES SUPERVISOR	43.8	788- 952	8	44.6	818- 989	1779-2151	25,813
1930	WAREHOUSE WORKER	43.8	788- 952	26	44.6	818- 989	1779-2151	25,813
1932	ASSISTANT STOREKEEPER	39.8	652- 788	7	40.6	677- 818	1472-1779	21,350
1933	SCHOOL WAREHOUSE ASSISTANT SUPERVISOR	45.0	834-1008	14	45.8	866-1047	1884-2277	27,327
*1934	STOREKEEPER	41.8	717- 866	70	42.6	745- 899	1620-1955	23,464
1936	SENIOR STOREKEEPER	45.0	834-1008	20	45.8	866-1047	1884-2277	27,327
1938	STORES AND EQUIPMENT ASST SUPERVISOR	48.3	975-1180	4	49.1	1013-1226	2203-2667	31,999
1939	SCHOOL WAREHOUSE SUPERVISOR Z	46.8	908-1099	2	47.6	943-1141	2051-2482	29,780
1940	STORES AND EQUIPMENT SUPERVISOR Z	50.8	1099-1329	1	51.6	1141-1381	2482-3004	36,044
1948	CODING SUPERVISOR, PURCHASING DEPT	48.3	975-1180	1	49.1	1013-1226	2203-2667	31,999
7302	AUDIO-VISUAL EQUIPMENT TECHNICIAN	44.9	830-1003	4	45.7	862-1042	1875-2266	27,196
7441	TOOL ROOM MECHANIC AND CUSTODIAN	41.1	694- 838	7	41.9	721- 870	1568-1892	22,707

NUMBER OF CLASSES THIS BENCHMARK..... 14
NUMBER OF POSITIONS THIS BENCHMARK..... 174

SAE750 1952 PURCHASER.....

1985-86 SALARY SCHEDULE 49.6 APPROX $2255 - $2492 - $2729 MO.
$12.96 - $14.32 - $15.68 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	12	12.96	14.33	15.69	14.58	40.0	12	N	N	13	N	Y	18%	84	84	10-15-20-20
STATE OF CALIFORNIA	1	13.22	14.58	15.95	14.58	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	4	12.92	14.20	15.47	56.80	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	4	12.09	13.39	14.69	53.56	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	2	10.82	11.90	12.97	23.80	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	4	11.80	13.28	14.75	53.12	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	5	13.20	14.59	15.97	72.95	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	1	10.87	11.85	12.83	11.85	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF OAKLAND	3	13.96	14.68	15.40	44.04	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	4	12.21	13.53	14.84	54.12	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SANTA CLARA	1	14.37	15.92	17.47	15.92	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	1	12.66	14.03	15.39	14.03	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	3	13.73	15.27	16.81	45.81	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
U. C. MEDICAL CENTER S.F.	3	14.96	16.50	18.04	49.50	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	6	14.96	16.50	18.04	99.00	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
LAWRENCE LIVERMORE LAB.	16	12.54	15.37	18.20	245.92	40.0	12	Y	Y	12	Y	Y	15%	136	184	15-15-21-24
ALAMEDA-CONTRA COSTA TRANSIT	2	14.20	14.93	15.66	29.86	40.0	11	Y	Y	12	Y	Y	13%	137	137	10-15-20-30
BAY AREA RAPID TRANSIT	4	11.12	13.88	16.64	55.52	40.0	12	Y	Y	12	Y	N	11%	171	171	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	1	12.70	14.03	15.36	14.03	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-21-30
GOLDEN GATE BRIDGE DISTRICT	1	14.56	16.08	17.60	16.08	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-21-30
TOTALS 19	66				970.49											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 1952 PURCHASER *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1928	SCHOOL SUPPLIES ANALYST	Z	49.6	1037-1255	2	50.2	1067-1291	2321-2808	33,695
1944	MATERIALS COORDINATOR		57.5	1513-1835	2	58.1	1558-1890	3389-4111	49,329
1950	ASSISTANT PURCHASER	Z	43.1	762- 920	1	43.7	785- 947	1707-2060	24,717
*1952	PURCHASER	Z	49.6	1037-1255	12	50.2	1067-1291	2321-2808	33,695
1954	PURCHASER, PRINTING	Z	49.6	1037-1255	1	50.2	1067-1291	2321-2808	33,695
1956	SENIOR PURCHASER	Z	53.6	1255-1520	8	54.2	1291-1565	2808-3404	40,847
1958	SUPERVISING PURCHASER	Z	57.6	1520-1844	1	58.2	1565-1899	3404-4130	49,564

NUMBER OF CLASSES THIS BENCHMARK..... 7
NUMBER OF POSITIONS THIS BENCHMARK..... 27

SAE750 2230 PHYSICIAN SPECIALIST.....

1985-86 SALARY SCHEDULE 64.2 APPROX $4554 - $5044 - $5535 MO.
$26.17 - $28.99 - $31.81 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	154	26.18	29.00	31.81		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
STATE OF CALIFORNIA	8	30.19	33.03	35.86	264.24	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	20	21.36	24.57	27.77	491.40	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	250	25.13	28.90	32.66	7225.00	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
CONTRA COSTA COUNTY	97	27.35	30.30	33.24	2939.10	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
SAN MATEO COUNTY	11	23.78	26.75	29.72	294.25	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	1	22.83	25.29	27.75	25.29	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
SANTA CLARA COUNTY	22	24.56	27.20	29.84	598.40	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
U. C. MEDICAL CENTER S.F.	13	27.63	30.55	33.46	397.15	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. MEDICAL CENTER S.F.	16	30.41	33.61	36.81	537.76	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	8	27.63	30.55	33.46	244.40	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	6	30.41	33.61	36.81	201.66	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 11	452	.....			13,218.65											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2230 PHYSICIAN SPECIALIST..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2210	DENTIST	Z	62.7	1946-2365	13	62.9	1965-2388	4274-5194	62,327
2212	DIRECTOR, DIVISION OF DENTAL HEALTH	Z	65.1	2188-2660	1	65.3	2209-2685	4805-5840	70,079
2220	PHYSICIAN	Z	63.2	1994-2424	18	63.4	2014-2449	4380-5327	63,919
2222	SENIOR PHYSICIAN	Z	64.2	2094-2545	1	64.4	2115-2571	4600-5592	67,103
*2230	PHYSICIAN SPECIALIST	Z	64.2	2094-2545	154	64.4	2115-2571	4600-5592	67,103
2232	SENIOR PHYSICIAN SPECIALIST	Z	65.2	2199-2672	22	65.4	2221-2700	4831-5873	70,470
2233	SUPERVISING PHYSICIAN SPECIALIST	Z	66.7	2365-2874	6	66.9	2388-2902	5194-6312	75,742
2234	DISTRICT HEALTH OFFICER	Z	66.7	2365-2874	2	66.9	2388-2902	5194-6312	75,742
2236	MEDICAL ADVISOR, HEALTH SERVICE SYSTEM	Z	61.6	1844-2242	1	61.8	1862-2264	4050-4924	59,090
2240	RADIOLOGIST	Z	65.6	2242-2726	1	65.8	2264-2752	4924-5986	71,827
2250	DIRECTOR OF CLINICAL SERVICES	Z	66.7	2365-2874	9	66.9	2388-2902	5194-6312	75,742
2290	ZOO VETERINARIAN			2260-2260	1		2283-2283	4966-4966	59,586
2458	TOXICOLOGIST	Z	62.5	1927-2342	1	62.7	1946-2365	4233-5144	61,727

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 230

SAE750 2275 POST M.D. II.....

1985-86 SALARY SCHEDULE 0.0 APPROX $2144 - $2144 - $2144 MO.
$12.32 - $12.32 - $12.32 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MD EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	55	12.33	12.33	12.33		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
U. S. GOVERNMENT	17	14.17	14.17	14.17	240.89	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	2	16.19	16.19	16.19	32.38	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	26	13.54	13.54	13.54	352.04	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	26	13.29	13.29	13.29	345.54	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
SAN MATEO COUNTY	14	11.77	12.84	13.91	179.76	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	13	12.33	12.33	12.33	160.29	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
U. C. MEDICAL CENTER S.F.	67	12.12	12.12	12.12	812.04	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 7	14		.....		179.76											
FLAT RATE TOTALS	151		.....		1,943.18											
COMBINED TOTAL	165															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.84 HR. 2234 MO. *
* RATE RANGE 11.56 TO 14.12 HR. 2011 TO 2456 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 12.87 TO 12.87 HR. 2239 TO 2239 MO. *

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2275 POST M.D. II *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
2273	POST M.D. I		887- 887	58		936- 936	2036-2036	24,430
*2275	POST M.D. II		986- 986	55		1040-1040	2262-2262	27,144
2277	POST M.D. III		1081-1081	41		1140-1140	2480-2480	29,754
2279	POST M.D. IV		1165-1165	19		1229-1229	2673-2673	32,077
2281	POST M.D. V		1241-1241	12		1309-1309	2847-2847	34,165
2283	POST M.D. VI		1278-1278	17		1348-1348	2932-2932	35,183

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 202

SAE750 2312 LICENSED VOCATIONAL NURSE.....

1985-86 SALARY SCHEDULE 42.5 APPROX $1613 - $1780 - $1946 MO.
$9.27 - $10.23 - $11.18 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	112	9.28	10.24	11.19		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	1421	10.13	10.43	10.73	14821.03	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	76	8.62	9.41	10.20	715.16	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	264	9.69	10.18	10.66	2687.52	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	5	7.37	8.17	8.96	40.85	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
SAN MATEO COUNTY	55	9.35	10.20	11.05	561.00	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	97	9.32	10.29	11.25	998.13	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	0	9.42	9.93	10.43	0.00	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
U. C. MEDICAL CENTER S.F.	51	9.71	10.41	11.10	530.91	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 8	1,969	.....			20,354.60											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2312 LICENSED VOCATIONAL NURSE..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2120	INSTITUTIONAL ADMITTING OFFICER.....		49.9	1052-1273	1	50.2	1067-1291	2321-2808	33,695
2301	ORDERLY TRAINEE.....			649- 649	0		659- 659	1433-1433	17,200
2302	ORDERLY.....		41.1	694- 838	578	41.4	704- 850	1531-1849	22,185
2304	PSYCHIATRIC ORDERLY.....		41.8	717- 866	14	42.1	728- 878	1583-1910	22,916
2305	PSYCHIATRIC TECHNICIAN.....		42.8	752- 908	63	43.1	762- 920	1657-2001	24,012
2306	SENIOR PSYCHIATRIC ORDERLY.....		43.8	788- 952	2	44.1	800- 966	1740-2101	25,213
2310	SURGICAL PROCEDURES TECHNICIAN.....		42.8	752- 908	17	43.1	762- 920	1657-2001	24,012
*2312	LICENSED VOCATIONAL NURSE.....		42.5	742- 895	112	42.8	752- 908	1636-1975	23,699
2390	CENTRAL SUPPLY PROCESS AND DISTR TECH...		42.1	728- 878	50	42.4	738- 891	1605-1938	23,255
2392	SR CENTRAL PROCESSING AND DISTR TECH....		47.5	938-1136	4	47.8	952-1152	2071-2506	30,067
2402	LABORATORY HELPER.....		37.8	594- 717	8	38.1	602- 728	1309-1583	19,001
2406	PHARMACY HELPER.....		41.8	717- 866	5	42.1	728- 878	1583-1910	22,916
2408	SENIOR PHARMACY HELPER.....		43.8	788- 952	1	44.1	800- 966	1740-2101	25,213
2409	PHARMACY TECHNICIAN.....		44.8	826- 998	16	45.1	838-1013	1823-2203	26,439
2416	BACTERIOLOGICAL LABORATORY ASSISTANT....		39.3	638- 769	11	39.6	647- 781	1407-1699	20,384
2420	HISTOLOGY TECHNICIAN.....		47.1	920-1114	1	47.4	934-1131	2031-2460	29,519
2440	VETERINARY LABORATORY TECHNOLOGIST.....		51.1	1114-1349	2	51.4	1131-1368	2460-2975	35,705
2514	ORTHOPEDIC TECHNICIAN I.....		42.8	752- 908	2	43.1	762- 920	1657-2001	24,012
2515	ORTHOPEDIC TECHNICIAN II.....		43.8	788- 952	2	44.1	800- 966	1740-2101	25,213
2517	JAIL MEDICAL TECHNICIAN.....		46.2	882-1067	15	46.5	895-1083	1947-2356	28,266
2520	MORGUE ATTENDANT.....		42.3	735- 887	4	42.6	745- 899	1620-1955	23,464
2522	SENIOR MORGUE ATTENDANT.....		43.8	788- 952	1	44.1	800- 966	1740-2101	25,213
2523	FORENSIC AUTOPSY TECHNICIAN.....		43.8	788- 952	3	44.1	800- 966	1740-2101	25,213
2526	AMBULANCE DRIVER.....		51.7	1147-1388	3	52.0	1163-1407	2530-3060	36,723
2528	MEDICAL STEWARD.....		51.7	1147-1388	2	52.0	1163-1407	2530-3060	36,723
2530	SENIOR MEDICAL STEWARD.....		53.2	1232-1491	3	53.5	1249-1513	2717-3291	39,489
2532	PARAMEDIC.....		51.7	1147-1388	69	52.0	1163-1407	2530-3060	36,723
2534	PARAMEDIC SUPERVISOR.....	Z	55.2	1355-1642	7	55.5	1375-1666	2991-3624	43,483
2535	CHIEF, PARAMEDIC DIVISION.....	Z	57.2	1491-1809	1	57.5	1513-1835	3291-3991	47,894
2565	ACUPUNCTURIST.....	Z	48.8	998-1208	1	49.1	1013-1226	2203-2667	31,999
7303	BARBER.....		43.1	762- 920	1	43.4	773- 934	1681-2031	24,377
7324	BEAUTICIAN.....		43.1	762- 920	3	43.4	773- 934	1681-2031	24,377
9924	PUBLIC SERVICE AIDE-HEALTH SERVICES.....			559- 559	0		567- 567	1233-1233	14,799
9926	PUBLIC SERVICE AIDE-LEGAL ENFORCEMENT...			559- 559	0		567- 567	1233-1233	14,799
1120	SENIOR ORDERLY.....		42.1	728- 878	1	42.4	738- 891	1605-1938	23,255

NUMBER OF CLASSES THIS BENCHMARK..... 35
NUMBER OF POSITIONS THIS BENCHMARK..... 1003

SAE750 2426 RADIOLOGIC TECHNOLOGIST II.....

1985-86 SALARY SCHEDULE 46.4 APPROX $1937 - $2141 - $2344 MO.
$11.13 - $12.30 - $13.47 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	19	11.14	12.31	13.48		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	624	11.46	12.27	13.47	7656.48	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	1	9.66	10.60	11.53	10.60	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	21	12.10	13.32	14.53	279.72	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
ALAMEDA COUNTY	8	11.06	12.25	13.44	98.00	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
SAN MATEO COUNTY	3	9.74	10.96	12.17	32.88	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	17	10.38	11.46	12.54	194.82	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
U. C. MEDICAL CENTER S.F.	21	11.89	13.11	14.33	275.31	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	2	12.13	13.37	14.61	26.74	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 8	697	.....			8,574.55											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2426 RADIOLOGIC TECHNOLOGIST II..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2202	DENTAL AIDE.....		42.1	728- 878	14	42.1	728- 878	1583-1910	22,916
2204	DENTAL HYGIENIST.....		45.6	858-1037	3	45.6	858-1037	1866-2255	27,066
2423	RADIOLOGIC TECHNOLOGIST INTERN.....		CONTRACT RATE		6	CONTRACT RATE			
2424	X-RAY LABORATORY AIDE.....		41.1	694- 838	19	41.1	694- 838	1509-1823	21,872
2425	RADIOLOGIC TECHNOLOGIST I.....		45.6	858-1037	19	45.6	858-1037	1866-2255	27,066
*2426	RADIOLOGIC TECHNOLOGIST II.....		46.4	891-1078	19	46.4	891-1078	1938-2345	28,136
2427	RADIOLOGIC TECHNOLOGIST III.....		47.6	943-1141	16	47.6	943-1141	2051-2482	29,780
2428	SUPERVISING RADIOLOGIC TECHNOLOGIST I...		48.9	1003-1214	6	48.9	1003-1214	2182-2640	31,685
2429	SUPERVISING RADIOLOGIC TECHNOLOGIST II..		50.4	1078-1304	1	50.4	1078-1304	2345-2836	34,034
2430	MEDICAL EVALUATIONS ASSISTANT.....		42.1	728- 878	6	42.1	728- 878	1583-1910	22,916
2431	CHIEF RADIOLOGIC TECHNOLOGIST.....		51.9	1158-1401	1	51.9	1158-1401	2519-3047	36,566
2432	ELECTROCARDIOGRAPH TECHNICIAN.....		43.6	781- 943	5	43.6	781- 943	1699-2051	24,612
2434	SENIOR ELECTROCARDIOGRAPH TECHNICIAN....		45.6	858-1037	1	45.6	858-1037	1866-2255	27,066
2436	ELECTROENCEPHALOGRAPH TECHICIAN I.....		45.1	838-1013	1	45.1	838-1013	1823-2203	26,439
2437	ELECTROENCEPHALOGRAPH TECHNICIAN II.....		46.1	878-1062	1	46.1	878-1062	1910-2310	27,718
2438	ADMINISTRATIVE DIRECTOR RADIOLOGY.....	Z	56.8	1463-1773	1	56.8	1463-1773	3182-3856	46,275
2441	DIAGONOSTIC MEDICAL SONOGRAPHER I.....		46.1	878-1062	1	46.1	878-1062	1910-2310	27,718
2442	DIAGNOSTIC MEDICAL SONOGRAPHER II.....		48.6	989-1197	1	48.6	989-1197	2151-2603	31,242

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 121

SAE750 2444 CLINICAL LABORATORY TECHNOLOGIST.....

1985-86 SALARY SCHEDULE 50.0 APPROX $2298 - $2540 - $2781 MO.
$13.21 - $14.60 - $15.98 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	5	13.21	14.60	15.99		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	903	14.00	14.75	15.63	13319.25	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	3	12.63	13.57	14.51	40.71	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	42	13.78	15.08	16.37	633.36	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	15	10.15	11.25	12.34	168.75	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
SAN MATEO COUNTY	10	11.97	13.47	14.96	134.70	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	41	11.69	12.95	14.21	530.95	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
U. C. MEDICAL CENTER S.F.	152	13.91	15.34	16.77	2331.68	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	7	13.31	14.67	16.03	102.69	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS	8	1,171			17,262.09											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.72 HR. 2561 MO.
RATE RANGE 13.25 TO 16.19 HR. 2305 TO 2817 MO.

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2444 CLINICAL LABORATORY TECHNOLOGIST..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
2439	TECH INSTRUCT ASST, STOREROOM MANAGER...		49.4	1027-1243	2	49.6	1037-1255	2255-2730	32,756
*2444	CLINICAL LABORATORY TECHNOLOGIST.....	Z	50.0	1057-1279	5	50.2	1067-1291	2321-2808	33,695
2446	SR CLINICAL LABORATORY TECHNOLOGIST.....	Z	53.0	1220-1477	1	53.2	1232-1491	2680-3243	38,915
2447	TECH INSTRUCT ASST, CHEMISTRY/BIOLOGY...		42.5	742- 895	2	42.7	748- 903	1627-1964	23,568
2456	ASSISTANT TOXICOLOGIST.....	Z	51.9	1158-1401	2	52.1	1169-1414	2543-3075	36,905
2462	MICROBIOLOGIST.....	Z	50.0	1057-1279	12	50.2	1067-1291	2321-2808	33,695
2464	SENIOR MICROBIOLOGIST.....	Z	53.0	1220-1477	5	53.2	1232-1491	2680-3243	38,915
2465	VIROLOGIST.....	Z	56.0	1407-1706	1	56.2	1421-1723	3091-3748	44,970
2466	CHIEF MICROBIOLOGIST.....	Z	57.0	1477-1791	1	57.2	1491-1809	3243-3935	47,215
2471	WATER QUALITY CHEMIST.....	Z	50.9	1104-1336	29	51.1	1114-1349	2423-2934	35,209
2472	SENIOR WATER CHEMIST.....	Z	55.1	1349-1634	2	55.3	1362-1650	2962-3589	43,065
2478	SENIOR SEWAGE TREATMENT CHEMIST.....	Z	55.4	1368-1658	6	55.6	1381-1674	3004-3641	43,691
2484	PUBLIC HEALTH ASSISTANT TOXICOLOGIST I..	Z	47.4	934-1131	0	47.6	943-1141	2051-2482	29,780
2486	PUBLIC HEALTH ASSISTANT TOXICOLOGIST II.	Z	51.9	1158-1401	5	52.1	1169-1414	2543-3075	36,905
2488	PUBLIC HEALTH ASSISTANT TOXICOLOGIST III	Z	54.4	1304-1580	1	54.6	1316-1596	2862-3471	41,656
2490	PUBLIC HEALTH CLINICAL TOXICOLOGIST.....	Z	56.9	1470-1782	1	57.1	1484-1800	3228-3915	46,980
2492	DIRECTOR, PUBLIC HEALTH LABORATORIES....	Z	60.2	1723-2094	1	60.4	1740-2115	3785-4600	55,202
6106	SANITARY ENGINEERING TECHNICIAN.....		48.4	979-1185	30	48.6	989-1197	2151-2603	31,242

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 106

SAE750 2450 PHARMACIST.....

1985-86 SALARY SCHEDULE 54.4 APPROX $2836 - $3136 - $3436 MO.
$16.30 - $18.02 - $19.75 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	22	16.30	18.03	19.75		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	497	17.83	18.59	19.17	9239.23	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	5	16.70	17.53	18.35	87.65	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	57	12.68	14.59	16.49	831.63	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	16	14.81	16.35	17.89	261.60	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	8	15.36	16.15	16.93	129.20	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
SAN MATEO COUNTY	7	14.25	16.03	17.81	112.21	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	27	15.82	17.48	19.14	471.96	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
U. C. MEDICAL CENTER S.F.	16	17.57	18.91	20.24	302.56	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	2	16.03	17.26	18.48	34.52	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 9	635	.....			11,470.56											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 18.06 HR. 3142 MO.
RATE RANGE 16.25 TO 19.87 HR. 2827 TO 3457 MO.

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2450 PHARMACIST..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*2450	PHARMACIST.....	Z	54.4	1304-1580	22	54.5	1310-1588	2849-3454	41,447
2451	SENIOR PHARMACIST, LAGUNA HONDA HOSP....	Z	56.4	1436-1740	1	56.5	1443-1748	3139-3802	45,623
2452	DIRECTOR OF PHARMACEUTICAL SERVICES.....	Z	58.4	1580-1918	2	58.5	1588-1927	3454-4191	50,295
2453	SUPERVISING PHARMACIST.....	Z	56.2	1421-1723	6	56.3	1429-1731	3108-3765	45,179
2454	CLINICAL PHARMACIST.....		57.4	1506-1827	13	57.5	1513-1835	3291-3991	47,894

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 44

SAE750 2556 PHYSICAL THERAPIST.....

1985-86 SALARY SCHEDULE 48.8 APPROX $2170 - $2399 - $2627 MO.
$12.47 - $13.78 - $15.10 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	15	12.48	13.79	15.10		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	170	13.29	14.00	15.38	2380.00	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	2	12.06	13.29	14.51	26.58	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	16	10.48	12.06	13.63	192.96	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	8	13.08	14.41	15.73	115.28	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	10	12.89	13.56	14.22	135.60	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	1	12.23	13.48	14.72	13.48	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	4	11.31	12.73	14.14	50.92	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	7	11.90	13.14	14.38	91.98	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
U. C. MEDICAL CENTER S.F.	9	13.58	14.99	16.39	134.91	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 9	227	.....			3,141.71											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 13.84 HR. 2408 MO.
RATE RANGE 12.46 TO 15.22 HR. 2168 TO 2648 MO.

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2556 PHYSICAL THERAPIST *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2538	AUDIOMETRIST	Z	50.6	1088-1316	3	50.7	1093-1323	2377-2878	34,530
2540	AUDIOLOGIST	Z	52.6	1197-1450	1	52.7	1203-1457	2617-3169	38,028
2542	SPEECH PATHOLOGIST	Z	52.1	1169-1414	4	52.2	1174-1421	2553-3091	37,088
2546	HANDICRAFT INSTRUCTOR		43.5	777- 938	1	43.6	781- 943	1699-2051	24,612
2548	OCCUPATIONAL THERAPIST	Z	49.1	1013-1226	19	49.2	1018-1232	2214-2680	32,155
2550	SENIOR OCCUPATIONAL THERAPIST	Z	52.3	1180-1429	4	52.4	1185-1436	2577-3123	37,480
2552	DIR OF ACTIVITIES THERAPY AND VOL SERV	Z	47.8	952-1152	5	47.9	956-1158	2079-2519	30,224
2554	PHYSICAL THERAPY AIDE		43.4	773- 934	5	43.5	777- 938	1690-2040	24,482
*2556	PHYSICAL THERAPIST	Z	48.8	998-1208	15	48.9	1003-1214	2182-2640	31,685
2558	SENIOR PHYSICAL THERAPIST	Z	52.3	1180-1429	3	52.4	1185-1436	2577-3123	37,480
2561	OPTOMETRIST		57.4	1506-1827	1	57.5	1513-1835	3291-3991	47,894

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 61

SAE750 2574 CLINICAL PSYCHOLOGIST.....

1985-86 SALARY SCHEDULE 56.4 APPROX $3123 - $3453 - $3784 MO.
$17.95 - $19.85 - $21.75 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	26	17.95	19.85	21.75		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	155	19.27	20.54	22.43	3183.70	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	5	15.95	17.60	19.24	88.00	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	56	18.08	20.79	23.50	1164.24	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	17	16.86	17.68	18.49	300.56	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	1	10.96	14.80	18.63	14.80	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	1	14.51	16.02	17.53	16.02	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	11	16.17	18.19	20.21	200.09	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	20	15.82	17.48	19.14	349.60	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	1	13.45	15.12	16.29	15.12	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
U. C. MEDICAL CENTER S.F.	8	16.41	18.12	19.82	144.96	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	0	16.41	18.12	19.82	0.00	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS	275				5,477.09											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2574 CLINICAL PSYCHOLOGIST *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
*2574	CLINICAL PSYCHOLOGIST	Z	56.4	1436-1740	26	56.5	1443-1748	3139-3802	45,623
2575	RESEARCH PSYCHOLOGIST	Z	57.9	1543-1871	1	58.0	1550-1881	3371-4091	49,094
2576	SUPERVISING CLINICAL PSYCHOLOGIST	Z	57.9	1543-1871	2	58.0	1550-1881	3371-4091	49,094
2585	HEALTH WORKER I		37.7	591- 714	34	37.8	594- 717	1292-1559	18,714
2586	HEALTH WORKER II		40.2	664- 803	60	40.3	668- 807	1453-1755	21,063
2587	HEALTH WORKER III		42.1	728- 878	47	42.2	731- 882	1590-1918	23,020
2588	HEALTH WORKER IV		45.8	866-1047	26	45.9	870-1052	1892-2288	27,457
2589	HEALTH PROGRAM COORDINATOR I	Z	48.8	998-1208	3	48.9	1003-1214	2182-2640	31,685
2591	HEALTH PROGRAM COORDINATOR II	Z	51.8	1152-1394	9	51.9	1158-1401	2519-3047	36,566
2593	HEALTH PROGRAM COORDINATOR III	Z	55.3	1362-1650	33	55.4	1368-1658	2975-3606	43,274
2596	EMPLOYEE REFERRAL PROGRAM DIRECTOR		55.4	1368-1658	1	55.5	1375-1666	2991-3624	43,483
2818	HEALTH PROGRAM PLANNER		53.0	1220-1477	3	53.1	1226-1484	2667-3228	38,732
2820	SENIOR HEALTH PROGRAM PLANNER	Z	56.0	1407-1706	4	56.1	1414-1714	3075-3728	44,735

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 249

SAE750 2604 FOOD SERVICE WORKER.....

1985-86 SALARY SCHEDULE 38.3 APPROX $1322 - $1460 - $1598 MO.
$7.60 - $8.39 - $9.18 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	128	7.60	8.40	9.19		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	1000	8.66	8.67	9.37	8670.00	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	67	6.74	7.28	7.82	487.76	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	119	8.42	9.12	9.82	1085.28	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	84	7.82	8.34	8.86	700.56	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
SAN MATEO COUNTY	19	7.77	8.23	8.69	156.37	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	52	7.10	7.82	8.54	406.64	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF OAKLAND	0	8.13	8.57	9.01	0.00	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
U. C. MEDICAL CENTER S.F.	70	8.36	8.71	9.06	609.70	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	34	6.48	6.91	7.34	234.94	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 9	1,445	.....			12,351.25											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2604 FOOD SERVICE WORKER *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*2604	FOOD SERVICE WORKER		38.3	608- 735	128	38.8	622- 752	1353-1636	19,627
2606	SENIOR FOOD SERVICE WORKER		39.3	638- 769	25	39.8	652- 788	1418-1714	20,567
2608	SUPPLY ROOM ATTENDENT		39.9	655- 792	1	40.4	671- 810	1459-1762	21,141
2615	SCHOOL LUNCHROOM HELPER		38.3	608- 735	664	38.8	622- 752	1353-1636	19,627
2618	FOOD SERVICE SUPERVISOR		42.1	728- 878	6	42.6	745- 899	1620-1955	23,464
2619	SENIOR FOOD SERVICE SUPERVISOR		44.1	800- 966	2	44.6	818- 989	1779-2151	25,813
2620	FOOD SERVICE MANAGER ADMINISTRATOR	Z	51.9	1158-1401	5	52.4	1185-1436	2577-3123	37,480
2630	SCHOOL LUNCHROOM COOK		40.3	668- 807	30	40.8	684- 826	1488-1797	21,559
2632	COOK-MANAGER, ELEMENTARY SCHOOL		41.3	701- 846	36	41.8	717- 866	1559-1884	22,603
2634	COOK-MANAGER, SECONDARY SCHOOL		44.2	803- 970	31	44.7	822- 994	1788-2162	25,943
2650	ASSISTANT COOK		41.3	701- 846	8	41.8	717- 866	1559-1884	22,603
2652	BAKER		45.8	866-1047	1	46.3	887-1073	1929-2334	28,005
2654	COOK		44.3	807- 975	28	44.8	826- 998	1797-2171	26,048
2656	CHEF		48.8	998-1208	12	49.3	1022-1237	2223-2690	32,286
2660	ADMINISTRATIVE CHEF	Z	54.7	1323-1603	2	55.2	1355-1642	2947-3571	42,856
2662	DIRECTOR OF FOOD SERVICES	Z	56.7	1457-1765	2	57.2	1491-1809	3243-3935	47,215
2672	CHILDREN'S CENTER ASSISTANT HOUSEPARENT		39.8	652- 788	94	40.3	668- 807	1453-1755	21,063
2674	CHILDREN'S CENTER HOUSEPARENT		41.3	701- 846	18	41.8	717- 866	1559-1884	22,603
7350	MEAT CUTTER		46.8	908-1099	1	47.3	929-1125	2021-2447	29,363
7351	HEAD MEAT CUTTER		48.8	998-1208	1	49.3	1022-1237	2223-2690	32,286

NUMBER OF CLASSES THIS BENCHMARK..... 20
NUMBER OF POSITIONS THIS BENCHMARK..... 1095

SAE750 2624 DIETITIAN.....

1985-86 SALARY SCHEDULE 47.9 APPROX $2079 - $2298 - $2518 MO.
$11.95 - $13.21 - $14.47 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	17	11.95	13.22	14.48		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	118	12.98	13.55	14.00	1598.90	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	5	11.27	12.41	13.55	62.05	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	17	10.48	12.06	13.63	205.02	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	5	11.93	12.52	13.10	62.60	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	2	10.38	11.50	12.62	23.00	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
SAN MATEO COUNTY	4	11.81	13.29	14.76	53.16	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	9	11.68	12.90	14.11	116.10	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
U. C. MEDICAL CENTER S.F.	15	13.40	14.77	16.14	221.55	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	2	11.07	12.19	13.31	24.38	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 9	177	.....			2,366.76											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2624 DIETITIAN.....*

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*2624	DIETITIAN.....	Z	47.9	956-1158	17	48.2	970-1174	2110-2553	30,641
2626	CHIEF DIETITIAN.....	Z	50.4	1078-1304	2	50.7	1093-1323	2377-2878	34,530
2636	SCHOOL LUNCHROOM AREA SUPERVISOR.....	Z	51.4	1131-1368	5	51.7	1147-1388	2495-3019	36,227
2637	FOOD SERVICE ASSISTANT SUPERVISOR.....	Z	54.4	1304-1580	1	54.7	1323-1603	2878-3487	41,838
2638	DIRECTOR OF FOOD SERVICES, SFUSD.....	Z	58.6	1596-1936	1	58.9	1618-1965	3519-4274	51,287
2846	NUTRITIONIST.....	Z	48.9	1003-1214	3	49.2	1018-1232	2214-2680	32,155

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 29

SAE750 2708 CUSTODIAN.....

1985-86 SALARY SCHEDULE 38.9 APPROX $1359 - $1500 - $1642 MO.
$7.81 - $8.62 - $9.43 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	787	7.81	8.63	9.44		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	6118	8.66	8.72	9.24	53348.96	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	295	6.85	7.39	7.92	2180.05	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	150	7.93	8.60	9.26	1290.00	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	303	8.42	9.12	9.82	2763.36	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	99	7.75	8.48	9.20	839.52	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	47	7.95	8.36	8.77	392.92	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	12	7.64	8.00	8.36	96.00	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	83	7.41	8.34	9.26	692.22	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	172	7.17	7.90	8.62	1358.80	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	7	8.44	8.71	8.97	60.97	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF CONCORD	6	7.73	8.57	9.40	51.42	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF DALY CITY	3	9.45	10.48	11.50	31.44	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF OAKLAND	51	8.19	8.63	9.06	440.13	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	63	7.95	8.80	9.65	554.40	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SAN MATEO	11	8.18	8.93	9.75	98.23	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SANTA CLARA	3	9.45	10.49	11.53	31.47	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
EAST BAY MUNI. UTIL. DIST.	14	9.07	10.14	11.21	141.96	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
OAKLAND CITY SCHOOL DIST.	111	6.48	7.18	7.88	796.98	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	228	8.06	8.77	9.47	1999.56	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	74	8.11	8.80	9.49	651.20	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
BAY AREA RAPID TRANSIT	71	11.13	11.13	11.13	790.23	40.0	12	Y	Y	12	Y	N	11%	171	171	15-20-25-30
TOTALS 21	7,850		.....		67,819.59											
FLAT RATE TOTALS	71		.....		790.23											
COMBINED TOTAL	7,921															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 8.64 HR. 1503 MO. *
* RATE RANGE 7.78 TO 9.50 HR. 1353 TO 1653 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 11.13 TO 11.13 HR. 1936 TO 1936 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 7.81 TO 9.52 HR. 1358 TO 1656 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2708 CUSTODIAN *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED SCHEDULE NUMBER	1986-87 RECOMMENDED BI-WEEKLY SALARY	1986-87 RECOMMENDED APPROX. MO. SALARY	1986-87 RECOMMENDED APPROX. MAX. ANNUAL EQUIV.
2702	DRESSING ROOM ATTENDANT		5.66 HR	0		5.69 HR		
2706	HOUSEKEEPER	36.1	549- 661	3	36.2	552- 664	1201-1444	17,330
*2708	CUSTODIAN	38.9	625- 755	787	39.0	628- 758	1366-1649	19,784
2716	CUSTODIAL ASSISTANT SUPERVISOR	40.9	688- 830	54	41.0	691- 834	1503-1814	21,767
2718	CUSTODIAL SUPERVISOR I	42.9	755- 912	26	43.0	758- 916	1649-1992	23,908
2719	JANITORIAL SERVICES ASSISTANT SUPERVISOR	44.9	830-1003	4	45.0	834-1008	1814-2192	26,309
2720	JANITORIAL SERVICES SUPERVISOR	46.9	912-1104	3	47.0	916-1109	1992-2412	28,945
2727	SCHOOL CUSTODIAN SUPERVISOR I	42.9	755- 912	17	43.0	758- 916	1649-1992	23,908
2730	SCHOOL CUSTODIAL SERVICES SUPERVISOR I	45.2	842-1018	12	45.3	846-1022	1840-2223	26,674
2732	SCHOOL CUSTODIAL SERVICES SUPERVISOR II	47.7	947-1147	1	47.8	952-1152	2071-2506	30,067
2736	PORTER	38.9	625- 755	246	39.0	628- 758	1366-1649	19,784
2738	PORTER ASSISTANT SUPERVISOR	40.9	688- 830	7	41.0	691- 834	1503-1814	21,767
2740	PORTER SUPERVISOR I	42.9	755- 912	12	43.0	758- 916	1649-1992	23,908
2742	GENERAL SERVICES SUPERVISOR	44.0	796- 961	1	44.1	800- 966	1740-2101	25,213
2785	ASSISTANT GENERAL SERVICES MANAGER	48.9	1003-1214	4	49.0	1008-1220	2192-2654	31,842
2786	GENERAL SERVICES MANAGER	53.5	1249-1513	3	53.6	1255-1520	2730-3306	39,672
7392	WINDOW CLEANER	45.3	846-1022	7	45.4	850-1027	1849-2234	26,805
7450	SHADE AND DRAPERY WORKER	45.3	846-1022	6	45.4	850-1027	1849-2234	26,805
7451	SENIOR SHADE AND DRAPERY WORKER	47.3	929-1125	1	47.4	934-1131	2031-2460	29,519
7524	INSTITUTION UTILITY WORKER	39.8	652- 788	7	39.9	655- 792	1425-1723	20,671
9230	AIRPORT CUSTODIAL SERVICES SUPERVISOR	48.7	994-1203	1	48.8	998-1208	2171-2627	31,529

NUMBER OF CLASSES THIS BENCHMARK..... 21
NUMBER OF POSITIONS THIS BENCHMARK..... 1202

SAE750 2760 LAUNDRY WORKER.....

1985-86 SALARY SCHEDULE 37.5 APPROX $1274 - $1406 - $1537 MO.
$7.32 - $8.08 - $8.83 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	64	7.33	8.09	8.84		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	342	7.49	7.89	8.04	2698.38	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	3	6.74	7.28	7.82	21.84	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	24	7.93	8.60	9.26	206.40	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	20	7.24	7.91	8.58	158.20	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
SANTA CLARA COUNTY	21	7.10	7.82	8.54	164.22	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
U. C. MEDICAL CENTER S.F.	8	8.36	8.71	9.06	69.68	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. MEDICAL CENTER S.F.	15	8.68	9.08	9.47	136.20	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 7	433		.....		3,454.92											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2760 LAUNDRY WORKER..... *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
*2760	LAUNDRY WORKER.....	37.5	586- 707	64	37.5	586- 707	1275-1538	18,453
2770	SENIOR LAUNDRY WORKER.....	38.5	614- 742	22	38.5	614- 742	1335-1614	19,366
2772	SEWING TECHNICIAN.....	38.0	599- 724	7	38.0	599- 724	1303-1575	18,896
2774	SENIOR SEWING TECHNICIAN.....	41.0	691- 834	2	41.0	691- 834	1503-1814	21,767
2780	LAUNDRY WORKER SUPERVISOR.....	43.5	777- 938	4	43.5	777- 938	1690-2040	24,482
2782	LAUNDRY SUPERINTENDENT.....	47.7	947-1147	3	47.7	947-1147	2060-2495	29,937

NUMBER OF CLASSES THIS BENCHMARK..... 6
NUMBER OF POSITIONS THIS BENCHMARK..... 102

SAE750 2903 ELIGIBILITY WORKER.....

1985-86 SALARY SCHEDULE 40.3 APPROX $1452 - $1604 - $1755 MO.
$8.35 - $9.21 - $10.08 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	34	8.35	9.22	10.09		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
ALAMEDA COUNTY	578	8.81	9.62	10.43	5560.36	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	112	8.38	9.29	10.19	1040.48	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	50	8.16	8.99	9.82	449.50	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	67	8.50	9.56	10.62	640.52	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	193	8.37	9.19	10.01	1773.67	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
TOTALS 5	1,000		.....		9,464.53											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2903 ELIGIBILITY WORKER..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1487	FINANCIAL AIDS ASSISTANT.....		42.2	731- 882	9	42.8	752- 908	1636-1975	23,699
*2903	ELIGIBILITY WORKER.....		40.3	668- 807	34	40.9	688- 830	1496-1805	21,663
2905	SENIOR ELIGIBILITY WORKER.....	Z	43.3	769- 929	380	43.9	792- 956	1723-2079	24,952
2907	ELIGIBILITY WORKER SUPERVISOR.....		46.3	887-1073	60	46.9	912-1104	1984-2401	28,814
2908	HOSPITAL ELIGIBILITY WORKER.....		43.3	769- 929	44	43.9	792- 956	1723-2079	24,952
2909	HOSPITAL ELIGIBILTY SUPERVISOR.....		49.3	1022-1237	9	49.9	1052-1273	2288-2769	33,225
2911	ELIGIBILITY APPEALS SPECIALIST.....	Z	46.3	887-1073	10	46.9	912-1104	1984-2401	28,814
2946	SENIOR ELIGIBILITY WORKER SUPERVISOR....	Z	51.8	1152-1394	15	52.4	1185-1436	2577-3123	37,480

NUMBER OF CLASSES THIS BENCHMARK..... 8
NUMBER OF POSITIONS THIS BENCHMARK..... 561

SAE750 2910 SOCIAL WORKER.....

1985-86 SALARY SCHEDULE 45.3 APPROX $1840 - $2031 - $2222 MO.
$10.57 - $11.67 - $12.77 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	84	10.58	11.68	12.78		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
ALAMEDA COUNTY	69	10.63	11.65	12.66	803.85	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	4	9.71	10.76	11.81	43.04	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
CONTRA COSTA COUNTY	34	10.96	12.14	13.32	412.76	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	25	10.44	11.53	12.62	288.25	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	43	10.95	12.32	13.69	529.76	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	89	10.63	11.74	12.84	1044.86	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
TOTALS 6	264		.....		3,122.52											

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.83 HR. 2058 MO. *
* RATE RANGE 10.65 TO 13.01 HR. 1853 TO 2263 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 2910 SOCIAL WORKER.....*

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
2566	REHABILITATION COUNSELOR.....	Z	48.6	989-1197	5	48.9	1003-1214	2182-2640	31,685
2904	SOCIAL SERVICE TECHNICIAN.....		40.6	677- 818	1	40.9	688- 830	1496-1805	21,663
2906	SOCIAL WORKER TRAINEE.....	Z		813- 813	0		825- 825	1794-1794	21,533
*2910	SOCIAL WORKER.....	Z	45.3	846-1022	84	45.6	858-1037	1866-2255	27,066
2912	SENIOR SOCIAL WORKER.....	Z	46.8	908-1099	31	47.1	920-1114	2001-2423	29,075
2914	SOCIAL WORK SUPERVISOR.....	Z	49.8	1047-1267	14	50.1	1062-1285	2310-2795	33,539
2920	MEDICAL SOCIAL WORKER.....	Z	50.3	1073-1298	43	50.6	1088-1316	2366-2862	34,348
2922	SENIOR MEDICAL SOCIAL WORKER.....	Z	52.3	1180-1429	6	52.6	1197-1450	2603-3154	37,845
2924	MEDICAL SOCIAL WORK SUPERVISOR.....	Z	53.5	1249-1513	4	53.8	1267-1535	2756-3339	40,064
2925	CHIEF, MEDICAL SOCIAL SERVICES.....	Z	55.5	1375-1666	1	55.8	1394-1690	3032-3676	44,109
2930	PSYCHIATRIC SOCIAL WORKER.....	Z	50.3	1073-1298	59	50.6	1088-1316	2366-2862	34,348
2932	SENIOR PSYCHIATRIC SOCIAL WORKER.....	Z	52.3	1180-1429	16	52.6	1197-1450	2603-3154	37,845
2934	CHIEF PSYCHIATRIC SOCIAL WORKER.....	Z	55.3	1362-1650	1	55.6	1381-1674	3004-3641	43,691
2940	CHILD WELFARE WORKER.....	Z	50.3	1073-1298	85	50.6	1088-1316	2366-2862	34,348
2942	SENIOR CHILD WELFARE WORKER.....	Z	52.3	1180-1429	11	52.6	1197-1450	2603-3154	37,845
2944	CHILD WELFARE SUPERVISOR.....	Z	53.8	1267-1535	23	54.1	1285-1558	2795-3389	40,664
2948	SENIOR SOCIAL SERVICE SUPERVISOR.....	Z	54.8	1329-1611	0	55.1	1349-1634	2934-3554	42,647
2950	SOCIAL SERVICE DIVISION SUPERVISOR.....	Z	56.3	1429-1731	0	56.6	1450-1756	3154-3819	45,832
2951	COMMUNITY SERVICES COORDINATOR.....	Z	55.8	1394-1690	0	56.1	1414-1714	3075-3728	44,735
2971	DIRECTOR, SOCIAL SERVICE PROGRAMS.....	Z	60.0	1706-2074	0	60.3	1731-2104	3765-4576	54,914
2994	HOMEMAKER.....		37.5	586- 707	16	37.8	594- 717	1292-1559	18,714
9971	COMMUNITY WORKER.....		40.6	677- 818	1	40.9	688- 830	1496-1805	21,663

NUMBER OF CLASSES THIS BENCHMARK..... 22
NUMBER OF POSITIONS THIS BENCHMARK..... 401

SAE750 3284 RECREATION DIRECTOR.....

1985-86 SALARY SCHEDULE 44.0 APPROX $1731 - $1910 - $2090 MO.
$9.95 - $10.98 - $12.01 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN INS	SOC SEC	RETIR CONTR	MO EMPL	HEALTH VAC FAMILY	1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	85	9.95	10.98	12.01		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
CITY OF FREMONT	3	10.46	11.58	12.70	34.74	40.0	11	Y	Y	12	Y	N	11%	65	190	12-15-21-21
CITY OF OAKLAND	12	10.51	11.08	11.64	132.96	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	10	10.60	11.74	12.88	117.40	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SANTA CLARA	1	11.56	12.81	14.05	12.81	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
LOS ANGELES COUNTY	31	9.66	10.85	12.04	336.35	40.0	12	Y	Y	12	Y	N	6%	71	194	10-15-20-20
CITY OF LOS ANGELES	63	10.01	11.23	12.44	707.49	40.0	13	N	N	12	Y	N	17%	78	240	10-15-18-20
CITY OF SAN DIEGO	17	8.88	9.79	10.70	166.43	40.0	10	Y	Y	0	Y	N	9%	104	104	17-22-27-27
TOTALS	7	137	.....		1,508.18											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
1768	TECH INSTRUCT ASST, PHOTOGRAPHY/CINEMATO		40.5	674- 814	3	40.6	677- 818	1472-1779	21,350
1927	TECH INSTRUCT ASST, PHYSICAL EDUCATION..		39.7	650- 785	2	39.8	652- 788	1418-1714	20,567
3202	LOCKER ROOM ATTENDANT		29.7	409- 491	0	29.8	411- 494	894-1074	12,893
3204	SWIMMING POOL CASHIER - CLERK		38.2	605- 731	9	38.3	608- 735	1322-1599	19,184
3208	POOL LIFEGUARD		38.4	611- 738	7	38.5	614- 742	1335-1614	19,366
3210	ATHLETIC ATTENDANT			4.65 HR	0		4.67 HR		
3212	SWIMMING INSTRUCTOR		42.2	731- 882	0	42.3	735- 887	1599-1929	23,151
3214	SENIOR SWIMMING INSTRUCTOR		46.0	874-1057	8	46.1	878-1062	1910-2310	27,718
3216	ASSISTANT AQUATICS SUPERVISOR		47.9	956-1158	1	48.0	961-1163	2090-2530	30,354
3226	GOLF COURSE STARTER		40.2	664- 803	2	40.3	668- 807	1453-1755	21,063
3228	ASST DIRECTOR, GOLF COURSE OPERATIONS...	Z	51.2	1120-1355	0	51.3	1125-1362	2447-2962	35,548
3232	MARINA ASSISTANT MANAGER		44.7	822- 994	7	44.8	826- 998	1797-2171	26,048
3234	MARINA MANAGER		48.2	970-1174	1	48.3	975-1180	2121-2567	30,798
3238	DANCE INSTRUCTOR	Z	44.0	796- 961	7	44.1	800- 966	1740-2101	25,213
3240	DRAMA INSTRUCTOR	Z	44.0	796- 961	0	44.1	800- 966	1740-2101	25,213
3248	PIANIST	Z	47.8	952-1152	2	47.9	956-1158	2079-2519	30,224
3250	ORCHESTRA INSTRUCTOR	Z	44.0	796- 961	1	44.1	800- 966	1740-2101	25,213
3256	PHOTOGRAPHY INSTRUCTOR	Z	44.0	796- 961	9	44.1	800- 966	1740-2101	25,213
3257	SENIOR PHOTOGRAPHY INSTRUCTOR	Z	46.0	874-1057	1	46.1	878-1062	1910-2310	27,718
3258	PHOTOGRAPHY DIRECTOR	Z	50.0	1057-1279	1	50.1	1062-1285	2310-2795	33,539
3260	CRAFTS INSTRUCTOR	Z	44.0	796- 961	1	44.1	800- 966	1740-2101	25,213
3262	CURATOR OF INDUSTRIAL ARTS	Z	48.2	970-1174	1	48.3	975-1180	2121-2567	30,798
3264	CAMP ASSISTANT			372- 372	0		374- 374	813- 813	9,761
3266	CAMP MANAGER			861- 861	0		865- 865	1881-1881	22,577
3280	ASST RECREATION DIRECTOR (PART TIME)		39.3	638- 769	24	39.4	641- 773	1394-1681	20,175
*3284	RECREATION DIRECTOR	Z	44.0	796- 961	85	44.1	800- 966	1740-2101	25,213
3285	JUNIOR MUSEUM DIRECTOR	Z	51.0	1109-1342	1	51.1	1114-1349	2423-2934	35,209
3287	ASSISTANT RECREATION SUPERVISOR	Z	48.2	970-1174	17	48.3	975-1180	2121-2567	30,798
3289	RECREATION SUPERVISOR	Z	50.0	1057-1279	7	50.1	1062-1285	2310-2795	33,539
3291	PRINCIPAL RECREATION SUPERVISOR	Z	53.7	1261-1528	7	53.8	1267-1535	2756-3339	40,064
3292	ASSISTANT SUPERINTENDENT, RECREATION	Z	57.2	1491-1809	3	57.3	1499-1818	3260-3954	47,450
3301	VENDOR HELPER			4.65 HR	0		4.67 HR		
3302	VENDOR		34.2	503- 605	15	34.3	505- 608	1098-1322	15,869
3305	RIDES ATTENDANT HELPER			4.65 HR	0		4.67 HR		
3306	RIDES ATTENDANT		34.2	503- 605	2	34.3	505- 608	1098-1322	15,869
3530	ORGANIST			112.00 DA	0		113.00 DA		
3536	TECH INSTRUCT ASST, PERFORMING ARTS		41.8	717- 866	2	41.9	721- 870	1568-1892	22,707

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3284 RECREATION DIRECTOR..... *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
3537	TECH INSTRUCT ASST, MEDIA SERVICES MGR..	45.7	862-1042	3	45.8	866-1047	1884-2277	27,327
3548	CURATOR OF NATURAL SCIENCE, JR MUSEUM... Z	48.2	970-1174	2	48.3	975-1180	2121-2567	30,798
7359	PIANO TUNER.....		12.40 HR	1		12.46 HR		

NUMBER OF CLASSES THIS BENCHMARK..... 40
NUMBER OF POSITIONS THIS BENCHMARK..... 232

SAE750 3450 AGRICULTURAL INSPECTOR.....

1985-86 SALARY SCHEDULE 45.9 APPROX $1892 - $2090 - $2288 MO.
$10.87 - $12.01 - $13.15 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	3	10.88	12.02	13.15		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
ALAMEDA COUNTY	0	10.54	11.60	12.65	0.00	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	2	9.96	11.04	12.12	22.08	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
CONTRA COSTA COUNTY	5	11.27	12.49	13.70	62.45	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	2	10.26	11.30	12.34	22.60	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	2	9.81	11.04	12.26	22.08	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SAN MATEO COUNTY	11	10.98	12.35	13.72	135.85	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	3	9.77	10.78	11.79	32.34	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
TOTALS 7	25	.....			297.40											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3450 AGRICULTURAL INSPECTOR.....*

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
*3450	AGRICULTURAL INSPECTOR.....	45.9	870-1052	3	45.9	870-1052	1892-2288	27,457
6220	INSPECTOR OF WEIGHTS AND MEASURES.....	45.9	870-1052	3	45.9	870-1052	1892-2288	27,457

NUMBER OF CLASSES THIS BENCHMARK..... 2
NUMBER OF POSITIONS THIS BENCHMARK..... 6

SAE750 3542 CURATOR II.....

1985-86 SALARY SCHEDULE 47.1 APPROX $2001 - $2211 - $2422 MO.
$11.50 - $12.71 - $13.92 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	7	11.50	12.72	13.93		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
CITY OF OAKLAND	6	12.25	12.90	13.54	77.40	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
LOS ANGELES COUNTY	6	11.34	12.73	14.12	76.38	40.0	12	Y	Y	12	Y	N	6%	71	194	10-15-20-20
TOTALS 2	12		.....		153.78											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3542 CURATOR II *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
3502	MUSEUM EXHIBIT PACKER AND REPAIRER		43.5	777- 938	1	43.7	785- 947	1707-2060	24,717
3520	MUSEUM PREPARATOR		43.5	777- 938	1	43.7	785- 947	1707-2060	24,717
3522	SENIOR MUSEUM PREPARATOR		45.3	846-1022	1	45.5	854-1032	1857-2245	26,935
3524	PRINCIPAL MUSEUM PREPARATOR		48.8	998-1208	0	49.0	1008-1220	2192-2654	31,842
3525	CHIEF MUSEUM PREPARATOR		50.8	1099-1329	0	51.0	1109-1342	2412-2919	35,026
3526	MUSEUM CONSERVATOR ASSISTANT		42.8	752- 908	0	43.0	758- 916	1649-1992	23,908
3527	MUSEUM CONSER ASST (BRUNDAGE ASIAN ARTS)		46.6	899-1088	1	46.8	908-1099	1975-2390	28,684
3528	MUSEUM CONSERVATOR		54.2	1291-1565	3	54.4	1304-1580	2836-3437	41,238
3529	MUSEUM CONSERVATOR (BRUNDAGE ASIAN ARTS)	Z	54.2	1291-1565	1	54.4	1304-1580	2836-3437	41,238
3540	CURATORIAL AIDE		36.6	562- 677	1	36.8	567- 684	1233-1488	17,852
3541	CURATOR I	Z	42.9	755- 912	2	43.1	762- 920	1657-2001	24,012
*3542	CURATOR II	Z	47.1	920-1114	7	47.3	929-1125	2021-2447	29,363
3544	CURATOR III	Z	50.7	1093-1323	2	50.9	1104-1336	2401-2906	34,870
3546	CURATOR IV	Z	54.1	1285-1558	4	54.3	1298-1573	2823-3421	41,055
3547	CURATOR V	Z	57.7	1528-1853	3	57.9	1543-1871	3356-4069	48,833
3550	MUSEUM EXHIBITION DESIGNER	Z	51.1	1114-1349	0	51.3	1125-1362	2447-2962	35,548
3556	MUSEUM REGISTRAR		47.1	920-1114	3	47.3	929-1125	2021-2447	29,363
9912	PUBLIC SERVICE AIDE-TECHNICAL			474- 474	0		479- 479	1042-1042	12,502

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 30

SAE750 3593 INSTRUCTIONAL AIDE I.....

1985-86 SALARY SCHEDULE 32.2 APPROX $996 - $1098 - $1200 MO.
$5.72 - $6.31 - $6.90 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	495	5.73	6.32	6.90		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
OAKLAND CITY SCHOOL DIST.	527	4.85	5.95	7.05	3135.65	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
SANTA CLARA SCHOOL DIST.	250	5.87	6.65	7.42	1662.50	37.5	14	Y	N	12	Y	Y	12%	51	198	10-15-20-20
LOS ANGELES UNIF SCHOOL DIST	2005	5.75	6.40	7.14	12832.00	40.0	11	Y	N	13	Y	Y	12%	185	185	10-15-16-20
SAN DIEGO UNIF SCHOOL DIST.	594	5.13	6.69	6.25	3379.86	40.0	14	Y	N	12	Y	Y	12%	198	198	12-16-20-21
SACRAMENTO UNIF SCHOOL DIST	32	6.05	6.66	7.26	213.12	40.0	9	N	Y	12	Y	Y	12%	135	296	13-22-22-22
TOTALS	5	3,408		.....	21,223.13											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3593 INSTRUCTIONAL AIDE I.....*

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
3590	TECH INSTRUCT ASST, ENGLISH READER.....		6.59 HR	0		6.59 HR		
3591	COLLEGE AIDE.....		4.76 HR	0		4.76 HR		
*3593	INSTRUCTIONAL AIDE I.....	32.2	458- 552	495	32.2	458- 552	996-1201	14,407
3594	INSTRUCTIONAL AIDE II.....	36.7	565- 681	169	36.7	565- 681	1229-1481	17,774
3596	SCHOOL SECURITY AIDE.....	36.7	565- 681	10	36.7	565- 681	1229-1481	17,774
3597	SCHOOL AIDE II.....	31.4	442- 531	0	31.4	442- 531	961-1155	13,859
3598	SCHOOL AIDE III.....	35.8	541- 652	2	35.8	541- 652	1177-1418	17,017
3599	TECH INSTRUCT ASST, GUIDANCE AIDE.....	36.5	560- 674	1	36.5	560- 674	1218-1466	17,591
9914	PUBLIC SERVICE AIDE-ADMINISTRATION.....		571- 571	0		571- 571	1242-1242	14,903
9976	COMMUNITY RELATIONS SPECIALIST SFUSD.... Z	41.5	707- 854	1	41.5	707- 854	1538-1857	22,289

NUMBER OF CLASSES THIS BENCHMARK..... 10
NUMBER OF POSITIONS THIS BENCHMARK..... 678

SAE750 3630 LIBRARIAN I.....

1985-86 SALARY SCHEDULE 46.7 APPROX $1964 - $2170 - $2377 MO.
$11.28 - $12.47 - $13.66 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	97	11.29	12.48	13.66		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
STATE OF CALIFORNIA	2	12.12	13.36	14.59	26.72	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	0	10.77	11.56	12.35	0.00	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
ALAMEDA COUNTY	35	12.01	12.91	13.81	451.85	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	6	11.51	12.75	13.99	76.50	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
CONTRA COSTA COUNTY	11	10.01	11.09	12.16	121.99	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	2	9.69	10.67	11.65	21.34	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	15	9.93	11.17	12.41	167.55	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SAN MATEO COUNTY	12	11.14	12.53	13.92	150.36	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	1	11.63	12.84	14.04	12.84	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
SANTA CLARA COUNTY	20	12.78	14.13	15.47	282.60	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	2	10.48	11.22	11.95	22.44	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF BERKELEY	15	12.47	12.47	12.47	187.05	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF DALY CITY	2	11.23	12.44	13.65	24.88	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF DALY CITY	2	11.86	13.15	14.44	26.30	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF HAYWARD	2	10.93	12.09	13.24	24.18	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	25	11.46	12.08	12.69	302.00	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	4	12.81	14.20	15.58	56.80	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SAN JOSE	26	13.52	14.98	16.42	389.48	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SAN MATEO	0	9.83	10.77	11.71	0.00	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SAN MATEO	7	10.83	11.88	12.92	83.16	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SANTA CLARA	7	12.15	13.45	14.74	94.15	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SANTA CLARA	3	14.05	15.56	17.06	46.68	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	7	11.27	12.49	13.70	87.43	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
U. C. BERKELEY	10	10.64	13.60	16.55	136.00	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 24	201		.....		2,605.25											
FLAT RATE TOTALS	15		.....		187.05											
COMBINED TOTAL	216															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 12.96 HR. 2255 MO. *
* RATE RANGE 11.66 TO 14.26 HR. 2028 TO 2481 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 12.47 TO 12.47 HR. 2169 TO 2169 MO. *

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 3630 LIBRARIAN I.....*

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	BUD POS	1986-87 SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
3538	TECH INSTRUCT ASST, LANGUAGE LAB.....		42.3	735- 887	1	42.9	755- 912	1642-1984	23,803
3602	LIBRARY PAGE.....		34.9	519- 625	14	35.5	534- 644	1161-1401	16,808
3610	LIBRARY ASSISTANT.....		39.4	641- 773	49	40.0	658- 796	1431-1731	20,776
3616	LIBRARY TECHNICAL ASSISTANT I.....		42.9	755- 912	106	43.5	777- 938	1690-2040	24,482
3618	LIBRARY TECHNICAL ASSISTANT II.....		44.9	830-1003	19	45.5	854-1032	1857-2245	26,935
3619	LIBRARY MANAGER, ALICE STATLER LIBRARY..		45.7	862-1042	1	46.3	887-1073	1929-2334	28,005
*3630	LIBRARIAN I.....	Z	46.7	903-1093	97	47.3	929-1125	2021-2447	29,363
3631	LIBRARIAN II FINE ARTS.....	Z	50.2	1067-1291	1	50.8	1099-1329	2390-2891	34,687
3632	LIBRARIAN II.....	Z	50.2	1067-1291	52	50.8	1099-1329	2390-2891	34,687
3633	LIBRARIAN II ASIAN ART.....	Z	50.2	1067-1291	1	50.8	1099-1329	2390-2891	34,687
3634	LIBRARIAN III.....	Z	53.2	1232-1491	22	53.8	1267-1535	2756-3339	40,064
3638	CHIEF LIBRARIAN.....	Z	60.2	1723-2094	3	60.8	1773-2156	3856-4689	56,272
3640	COORDINATOR, CHILDREN LIBRARY ACTIVITIES	Z	56.2	1421-1723	1	56.8	1463-1773	3182-3856	46,275
3642	COORDINATOR, ADULT LIBRARY SERVICES.....	Z	56.2	1421-1723	1	56.8	1463-1773	3182-3856	46,275
3644	CITY ARCHIVIST.....	Z	50.7	1093-1323	0	51.3	1125-1362	2447-2962	35,548
3658	MEDICAL LIBRARIAN.....	Z	53.2	1232-1491	1	53.8	1267-1535	2756-3339	40,064
7416	BOOK REPAIRER.....		39.3	638- 769	3	39.9	655- 792	1425-1723	20,671
7418	SENIOR BOOK REPAIRER.....		44.8	826- 998	1	45.4	850-1027	1849-2234	26,805

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 373

SAE750 4261 REAL PROPERTY APPRAISER.....

1985-86 SALARY SCHEDULE 48.3 APPROX $2120 - $2343 - $2566 MO.
$12.18 - $13.46 - $14.75 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	16	12.19	13.47	14.75		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
STATE OF CALIFORNIA	2	12.06	13.29	14.51	26.58	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	35	12.52	13.75	14.97	481.25	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	14	11.50	12.74	13.98	178.36	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
CONTRA COSTA COUNTY	21	12.66	14.03	15.39	294.63	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	10	12.47	13.74	15.01	137.40	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	20	12.22	13.75	15.27	275.00	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	45	12.60	13.91	15.22	625.95	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
TOTALS 7	147		.....		2,019.17											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 4261 REAL PROPERTY APPRAISER *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
3406	LAND USE AIDE	Z	45.4	850-1027	1	45.9	870-1052	1892-2288	27,457
3484	AGRICULTURAL DIVISION LAND AGENT	Z	48.7	994-1203	1	49.2	1018-1232	2214-2680	32,155
4110	RENTAL PROPERTY SUPERVISOR	Z	55.2	1355-1642	1	55.7	1388-1682	3019-3658	43,900
4130	CONVENTION FACILITIES ASSISTANT MANAGER.	Z	52.8	1208-1463	1	53.3	1237-1499	2690-3260	39,124
4140	RIGHT-OF-WAY AGENT	Z	54.7	1323-1603	8	55.2	1355-1642	2947-3571	42,856
4142	SENIOR RIGHT-OF-WAY AGENT	Z	57.7	1528-1853	4	58.2	1565-1899	3404-4130	49,564
4143	PRINCIPAL RIGHT-OF-WAY-AGENT	Z	59.2	1642-1994	3	59.7	1682-2043	3658-4444	53,322
4160	REAL PROPERTY LOAN OFFICER	Z	54.7	1323-1603	2	55.2	1355-1642	2947-3571	42,856
4210	ASST CHIEF TECHNICAL AND ASSESMENT SERV.	Z	51.3	1125-1362	1	51.8	1152-1394	2506-3032	36,383
4212	CHIEF, TECHNICAL AND ASSESMENT SERVICES.	Z	55.3	1362-1650	1	55.8	1394-1690	3032-3676	44,109
4220	PERSONAL PROPERTY AUDITOR	Z	48.3	975-1180	25	48.8	998-1208	2171-2627	31,529
4222	SENIOR PERSONAL PROPERTY AUDITOR	Z	51.7	1147-1388	15	52.2	1174-1421	2553-3091	37,088
4224	PRINCIPAL PERSONAL PROPERTY AUDITOR	Z	55.7	1388-1682	10	56.2	1421-1723	3091-3748	44,970
4225	ASST CHIEF PERSONAL PROPERTY AUDITOR	Z	57.7	1528-1853	1	58.2	1565-1899	3404-4130	49,564
4226	CHIEF PERSONAL PROPERTY AUDITOR	Z	59.9	1698-2063	2	60.4	1740-2115	3785-4600	55,202
4256	CHIEF OF ASSESSMENT STANDARDS	Z	57.9	1543-1871	1	58.4	1580-1918	3437-4172	50,060
4260	REAL PROPERTY APPRAISER TRAINEE			789- 789	1		809- 809	1760-1760	21,115
*4261	REAL PROPERTY APPRAISER	Z	48.3	975-1180	16	48.8	998-1208	2171-2627	31,529
4265	SENIOR REAL PROPERTY APPRAISER	Z	51.7	1147-1388	15	52.2	1174-1421	2553-3091	37,088
4267	PRINCIPAL REAL PROPERTY APPRAISER	Z	55.7	1388-1682	5	56.2	1421-1723	3091-3748	44,970
4268	ASSISTANT CHIEF REAL PROPERTY APPRAISER.	Z	57.7	1528-1853	1	58.2	1565-1899	3404-4130	49,564
4269	CHIEF APPRAISER	Z	59.9	1698-2063	1	60.4	1740-2115	3785-4600	55,202
4270	PRINCIPAL APPRAISER (SPECIAL VALUATIONS)	Z	55.7	1388-1682	1	56.2	1421-1723	3091-3748	44,970
5365	STREET ASSESSMENT COORDINATOR		52.3	1180-1429	1	52.8	1208-1463	2627-3182	38,184
9206	AIRPORT PROPERTY SPECIALIST I	Z	54.7	1323-1603	2	55.2	1355-1642	2947-3571	42,856
9207	AIRPORT PROPERTY SPECIALIST II	Z	57.7	1528-1853	3	58.2	1565-1899	3404-4130	49,564
9395	ASST RENTAL MANAGER, PORT OF SF		54.7	1323-1603	3	55.2	1355-1642	2947-3571	42,856
9396	COMMERCIAL PROPERTY MANAGER	Z	59.2	1642-1994	1	59.7	1682-2043	3658-4444	53,322

NUMBER OF CLASSES THIS BENCHMARK..... 28
NUMBER OF POSITIONS THIS BENCHMARK..... 127

SAE750 5204 ASSISTANT CIVIL ENGINEER.....

1985-86 SALARY SCHEDULE 52.0 APPROX $2529 - $2794 - $3060 MO.
$14.53 - $16.06 - $17.58 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	62	14.54	16.07	17.59		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	2291	16.02	16.13	16.41	36953.83	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	0	12.94	14.27	15.59	0.00	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	18	10.48	12.06	13.63	217.08	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	55	12.68	14.59	16.49	802.45	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	32	14.33	15.47	16.61	495.04	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	34	12.69	16.24	19.79	552.16	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	11	13.72	15.13	16.53	166.43	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	20	13.21	14.86	16.51	297.20	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	13	13.60	15.07	16.54	195.91	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	2	13.13	14.49	15.84	28.98	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF CONCORD	9	14.67	16.17	17.82	145.53	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF DALY CITY	1	15.36	17.03	18.69	17.03	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF FREMONT	1	13.67	15.14	16.61	15.14	40.0	11	Y	Y	12	Y	N	11%	65	190	12-15-21-21
CITY OF HAYWARD	1	13.59	15.06	16.53	15.06	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	16	15.89	16.72	17.54	267.52	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	21	14.69	16.19	17.85	339.99	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SAN MATEO	4	14.47	15.86	17.25	63.44	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SANTA CLARA	6	16.47	18.25	20.02	109.50	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	3	13.60	15.07	16.53	45.21	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	10	15.51	17.32	19.12	519.60	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
TOTALS 20	2.568				41,247.10											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 16.06 HR. 2794 MO.
RATE RANGE 14.45 TO 17.67 HR. 2514 TO 3074 MO.

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER.....*

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
2480	SUPV OF LAB, WATER QUALITY CONTROL.....	Z	60.5	1748-2124	2	60.5	1748-2124	3802-4620	55,436
5120	ARCHITECTURAL ADMINISTRATOR.....	Z	56.0	1407-1706	4	56.0	1407-1706	3060-3711	44,527
5130	SEWAGE TREATMENT PLANT SUPERINTENDENT...	Z	60.5	1748-2124	5	60.5	1748-2124	3802-4620	55,436
5133	ASSOC MGR,BUR OF WATER POLLUTION CONTROL	Z	62.0	1881-2287	2	62.0	1881-2287	4091-4974	59,691
5138	HETCH HETCHY PROJ SUPT OF OPERATIONS....	Z	62.3	1909-2319	1	62.3	1909-2319	4152-5044	60,526
5150	ASST DIVISION MANAGER, ALAMEDA DIVISION.	Z	56.1	1414-1714	1	56.1	1414-1714	3075-3728	44,735
5154	ASST DIVISION MANAGER, PENINSULA OPER...	Z	59.1	1634-1985	1	59.1	1634-1985	3554-4317	51,809
5156	DIVISION MANAGER, SUBURBAN OPERATIONS...	Z	63.3	2004-2435	1	63.3	2004-2435	4359-5296	63,554
5158	CITY DISTRIBUTION DIV, ASST MANAGER.....	Z	61.7	1853-2252	1	61.7	1853-2252	4030-4898	58,777
5160	CITY DISTRIBUTION DIVISION MANAGER.....	Z	63.3	2004-2435	1	63.3	2004-2435	4359-5296	63,554
5161	WATER PURIFICATION ASST DIV MANAGER.....	Z	59.1	1634-1985	1	59.1	1634-1985	3554-4317	51,809
5162	WATER PURIFICATION DIVISION MANAGER.....	Z	63.3	2004-2435	1	63.3	2004-2435	4359-5296	63,554
5174	ADMINISTRATIVE ENGINEER.....	Z	60.0	1706-2074	7	60.0	1706-2074	3711-4511	54,131
5176	CHIEF VALUATION AND RATE ENGINEER.....	Z	62.5	1927-2342	1	62.5	1927-2342	4191-5094	61,126
5177	SAFETY OFFICER.....	Z	59.5	1666-2023	2	59.5	1666-2023	3624-4400	52,800
5178	ASST SUPT, PROPERTY CONSERVATION.....	Z	62.6	1936-2354	1	62.6	1936-2354	4211-5120	61,439
5179	ASST SUPT, BUILDING INSPECTION ADM.....	Z	62.4	1918-2332	1	62.4	1918-2332	4172-5072	60,865
5183	DEPUTY SUPT, BUILDING INSPECTION.....	Z	65.0	2178-2647	1	65.0	2178-2647	4737-5757	69,087
5184	SUPT BLDG INSPECTION, PROPERTY CONSERVA.	Z	67.0	2401-2918	1	67.0	2401-2918	5222-6347	76,160
5202	JUNIOR CIVIL ENGINEER.....	Z	49.0	1008-1220	22	49.0	1008-1220	2192-2654	31,842
*5204	ASSISTANT CIVIL ENGINEER.....	Z	52.0	1163-1407	62	52.0	1163-1407	2530-3060	36,723
5205	ASSOCIATE MATERIALS ENGINEER.....	Z	55.5	1375-1666	2	55.5	1375-1666	2991-3624	43,483
5206	ASSOCIATE CIVIL ENGINEER.....	Z	55.5	1375-1666	82	55.5	1375-1666	2991-3624	43,483
5208	CIVIL ENGINEER.....	Z	58.5	1588-1927	56	58.5	1588-1927	3454-4191	50,295
5209	INDUSTRIAL ENGINEER.....	Z	55.5	1375-1666	3	55.5	1375-1666	2991-3624	43,483
5210	SENIOR CIVIL ENGINEER.....	Z	61.5	1835-2230	26	61.5	1835-2230	3991-4850	58,203
5212	PRINCIPAL CIVIL ENGINEER.....	Z	64.5	2124-2582	11	64.5	2124-2582	4620-5616	67,390
5214	BUILDING PLANS ENGINEER.....	Z	60.5	1748-2124	1	60.5	1748-2124	3802-4620	55,436
5215	FIRE PROTECTION ENGINEER.....	Z	60.2	1723-2094	3	60.2	1723-2094	3748-4554	54,653
5216	CHIEF SURVEYOR.....	Z	57.4	1506-1827	2	57.4	1506-1827	3276-3974	47,685
5217	BUILDING CODE ANALYST.....	Z	60.0	1706-2074	1	60.0	1706-2074	3711-4511	54,131
5218	STRUCTURAL ENGINEER.....	Z	60.5	1748-2124	2	60.5	1748-2124	3802-4620	55,436
5219	SENIOR STRUCTURAL ENGINEER.....	Z	63.5	2023-2459	1	63.5	2023-2459	4400-5348	64,180
5220	JUNIOR WATER PURIFICATION ENGINEER.....	Z	49.0	1008-1220	1	49.0	1008-1220	2192-2654	31,842
5222	ASSISTANT WATER PURIFICATION ENGINEER...	Z	52.0	1163-1407	1	52.0	1163-1407	2530-3060	36,723
5224	ASSOCIATE WATER PURIFICATION ENGINEER...		55.5	1375-1666	1	55.5	1375-1666	2991-3624	43,483
5228	ASSISTANT TRAFFIC ENGINEER.....	Z	52.0	1163-1407	6	52.0	1163-1407	2530-3060	36,723

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
5229	ASSOCIATE TRAFFIC ENGINEER	Z	55.5	1375-1666	6	55.5	1375-1666	2991-3624	43,483
5230	TRAFFIC ENGINEER	Z	58.5	1588-1927	3	58.5	1588-1927	3454-4191	50,295
5232	SENIOR TRAFFIC ENGINEER	Z	61.5	1835-2230	3	61.5	1835-2230	3991-4850	58,203
5233	PRINCIPAL TRAFFIC ENGINEER	Z	64.5	2124-2582	1	64.5	2124-2582	4620-5616	67,390
5234	JUNIOR ELECTRICAL ENGINEER	Z	49.0	1008-1220	5	49.0	1008-1220	2192-2654	31,842
5236	ASSISTANT ELECTRICAL ENGINEER	Z	52.0	1163-1407	12	52.0	1163-1407	2530-3060	36,723
5238	ASSOCIATE ELECTRICAL ENGINEER	Z	55.5	1375-1666	14	55.5	1375-1666	2991-3624	43,483
5240	ELECTRICAL ENGINEER	Z	58.5	1588-1927	11	58.5	1588-1927	3454-4191	50,295
5242	SENIOR ELECTRICAL ENGINEER	Z	61.5	1835-2230	7	61.5	1835-2230	3991-4850	58,203
5246	RADIO ENGINEER	Z	61.0	1791-2178	1	61.0	1791-2178	3895-4737	56,846
5247	ASSOCIATE SANITARY ENGINEER	Z	55.5	1375-1666	4	55.5	1375-1666	2991-3624	43,483
5248	SANITARY ENGINEER	Z	58.5	1588-1927	4	58.5	1588-1927	3454-4191	50,295
5249	SENIOR SANITARY ENGINEER	Z	61.5	1835-2230	3	61.5	1835-2230	3991-4850	58,203
5250	JUNIOR MECHANICAL ENGINEER	Z	49.0	1008-1220	7	49.0	1008-1220	2192-2654	31,842
5252	ASSISTANT MECHANICAL ENGINEER	Z	52.0	1163-1407	12	52.0	1163-1407	2530-3060	36,723
5254	ASSOCIATE MECHANICAL ENGINEER	Z	55.5	1375-1666	13	55.5	1375-1666	2991-3624	43,483
5256	MECHANICAL ENGINEER	Z	58.5	1588-1927	16	58.5	1588-1927	3454-4191	50,295
5258	SENIOR MECHANICAL ENGINEER	Z	61.5	1835-2230	6	61.5	1835-2230	3991-4850	58,203
5260	ARCHITECTURAL ASSISTANT I		48.4	979-1185	3	48.4	979-1185	2129-2577	30,929
5261	ARCHITECTURAL ASSISTANT II		50.4	1078-1304	9	50.4	1078-1304	2345-2836	34,034
5262	JUNIOR LANDSCAPE ARCHITECT		49.0	1008-1220	0	49.0	1008-1220	2192-2654	31,842
5265	ARCHITECTURAL ASSOCIATE I	Z	52.4	1185-1436	8	52.4	1185-1436	2577-3123	37,480
5266	ARCHITECTURAL ASSOCIATE II	Z	55.4	1368-1658	9	55.4	1368-1658	2975-3606	43,274
5268	ARCHITECT	Z	57.0	1477-1791	17	57.0	1477-1791	3212-3895	46,745
5269	SCHOOL ARCHITECTURAL COORDINATOR	Z	58.0	1550-1881	1	58.0	1550-1881	3371-4091	49,094
5270	SENIOR ARCHITECT	Z	59.0	1626-1975	10	59.0	1626-1975	3537-4296	51,548
5272	ASSISTANT LANDSCAPE ARCHITECT	Z	52.0	1163-1407	5	52.0	1163-1407	2530-3060	36,723
5273	PRINCIPAL ARCHITECT	Z	61.0	1791-2178	4	61.0	1791-2178	3895-4737	56,846
5274	LANDSCAPE ARCHITECT	Z	54.0	1279-1550	1	54.0	1279-1550	2782-3371	40,455
5275	SENIOR LANDSCAPE ARCHITECT	Z	57.0	1477-1791	1	57.0	1477-1791	3212-3895	46,745
5301	SUPERVISOR, TRAFFIC PAINTING PROGRAM		50.0	1057-1279	1	50.0	1057-1279	2299-2782	33,382
5302	TRAFFIC SURVEY TECHNICIAN		47.8	952-1152	7	47.8	952-1152	2071-2506	30,067
5303	SUPERVISOR, TRAFFIC AND STREET SIGNS		53.0	1220-1477	1	53.0	1220-1477	2654-3212	38,550
5304	MATERIALS TESTING AIDE		45.5	854-1032	6	45.5	854-1032	1857-2245	26,935
5305	MATERIALS TESTING TECHNICIAN		47.5	938-1136	6	47.5	938-1136	2040-2471	29,650
5310	SURVEYOR'S FIELD ASSISTANT		49.2	1018-1232	13	49.2	1018-1232	2214-2680	32,155
5312	SURVEYOR		51.4	1131-1368	12	51.4	1131-1368	2460-2975	35,705

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
5314	SURVEY PARTY CHIEF.....		53.0	1220-1477	10	53.0	1220-1477	2654-3212	38,550
5320	ILLUSTRATOR AND ART DESIGNER.....	Z	51.0	1109-1342	4	51.0	1109-1342	2412-2919	35,026
5322	GRAPHIC ARTIST.....		45.5	854-1032	3	45.5	854-1032	1857-2245	26,935
5328	CITY PLANNING GRAPHICS AIDE.....		50.0	1057-1279	2	50.0	1057-1279	2299-2782	33,382
5330	CITY PLANNING GRAPHICS SUPERVISOR.....		52.0	1163-1407	1	52.0	1163-1407	2530-3060	36,723
5342	MECHANICAL ENGINEERING ASSISTANT I.....		42.2	731- 882	1	42.2	731- 882	1590-1918	23,020
5344	MECHANICAL ENGINEERING ASSISTANT II.....		47.5	938-1136	8	47.5	938-1136	2040-2471	29,650
5346	MECHANICAL ENGINEERING ASSOCIATE I.....		50.0	1057-1279	8	50.0	1057-1279	2299-2782	33,382
5350	ELECTRICAL ENGINEERING ASSISTANT I.....		42.2	731- 882	2	42.2	731- 882	1590-1918	23,020
5352	ELECTRICAL ENGINEERING ASSISTANT II.....		47.5	938-1136	6	47.5	938-1136	2040-2471	29,650
5354	ELECTRICAL ENGINEERING ASSOCIATE I.....		50.0	1057-1279	9	50.0	1057-1279	2299-2782	33,382
5360	CIVIL ENGINEERING ASSISTANT I.....		42.2	731- 882	5	42.2	731- 882	1590-1918	23,020
5362	CIVIL ENGINEERING ASSISTANT II.....		47.5	938-1136	42	47.5	938-1136	2040-2471	29,650
5364	CIVIL ENGINEERING ASSOCIATE I.....		50.0	1057-1279	37	50.0	1057-1279	2299-2782	33,382
5366	ENGINEERING ASSOCIATE II.....		53.0	1220-1477	20	53.0	1220-1477	2654-3212	38,550
5380	STUDENT ENGINEERING TRAINEE I.....			790- 790	4		790- 790	1718-1718	20,619
5381	STUDENT ENGINEERING TRAINEE II.....			865- 865	0		865- 865	1881-1881	22,577
5382	STUDENT ENGINEERING TRAINEE III.....			922- 922	4		922- 922	2005-2005	24,064
5384	TECH INSTRUCT ASST, ELECTRONIC TECH.....		47.6	943-1141	3	47.6	943-1141	2051-2482	29,780
5502	PROJECT MANAGER I.....	Z		1791-1791	0		1791-1791	3895-3895	46,745
5504	PROJECT MANAGER II.....	Z		2072-2072	0		2072-2072	4507-4507	54,079
5506	PROJECT MANAGER III.....	Z		2458-2458	0		2458-2458	5346-5346	64,154
5508	PROJECT MANAGER IV.....	Z		2846-2846	0		2846-2846	6190-6190	74,281
6230	STREET INSPECTOR.....		50.3	1073-1298	14	50.3	1073-1298	2334-2823	33,878
6231	SENIOR STREET INSPECTOR.....		53.3	1237-1499	8	53.3	1237-1499	2690-3260	39,124
6232	STREET INSPECTION SUPERVISOR.....		56.3	1429-1731	1	56.3	1429-1731	3108-3765	45,179
6262	PLAN CHECKER (ARCHITECTURAL).....		54.4	1304-1580	3	54.4	1304-1580	2836-3437	41,238
6266	SENIOR PLAN CHECKER.....	Z	58.6	1596-1936	3	58.6	1596-1936	3471-4211	50,530
6318	CONSTRUCTION INSPECTOR.....		55.5	1375-1666	55	55.5	1375-1666	2991-3624	43,483
6340	SCHOOL CONSTRUCTION COORDINATOR.....	Z	55.5	1375-1666	1	55.5	1375-1666	2991-3624	43,483
7134	WATER CONSTRUCTION AND MAINT SUPT.....		60.7	1765-2145	1	60.7	1765-2145	3839-4665	55,985
7367	RADIO TECHNICIAN.....		56.0	1407-1706	13	56.0	1407-1706	3060-3711	44,527
7368	SENIOR RADIO TECHNICIAN.....		59.0	1626-1975	2	59.0	1626-1975	3537-4296	51,548
7396	TECH INSTRUCT ASST, BROADCASTING EQUIP..		46.5	895-1083	2	46.5	895-1083	1947-2356	28,266
7397	TECH INSTRUCT ASST, SENIOR BROADCASTING		50.5	1083-1310	1	50.5	1083-1310	2356-2849	34,191
9173	SYSTEMS SAFETY INSPECTOR.....		56.6	1450-1756	4	56.6	1450-1756	3154-3819	45,832
9177	DIRECTOR OF SYSTEMS SAFETY.....		62.4	1918-2332	1	62.4	1918-2332	4172-5072	60,865

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5204 ASSISTANT CIVIL ENGINEER.....*

			1985-86			1986-87 RECOMMENDED RATES			
		SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
9188	TRANSIT EQUIPMENT ENGINEER, MUNI RAILWAY Z	58.7	1603-1946	1	58.7	1603-1946	3487-4233	50,791
9195	LIGHT RAIL VEHICLE EQUIPMENT ENGINEER...		1749-1749	1		1749-1749	3804-3804	45,649
9197	SIGNAL AND SYSTEMS ENGINEER.....		2230-2230	1		2230-2230	4850-4850	58,203
9365	SR ESTIMATOR, HEAVY CONSTRUCTION, PORT.. Z	54.0	1279-1550	0	54.0	1279-1550	2782-3371	40,455
9366	ENGINEERING AIDE, PORT.....	49.2	1018-1232	1	49.2	1018-1232	2214-2680	32,155
9372	ASSOC ESTIMATOR OF HEAVY CONSTRUCTION... Z	52.0	1163-1407	0	52.0	1163-1407	2530-3060	36,723
9379	CHIEF HARBOR ENGINEER..... Z	65.2	2199-2672	1	65.2	2199-2672	4783-5812	69,739

NUMBER OF CLASSES THIS BENCHMARK..... 118
NUMBER OF POSITIONS THIS BENCHMARK..... 843

SAE750 5278 PLANNER II.....

1985-86 SALARY SCHEDULE 50.4 APPROX $2344 - $2590 - $2836 MO.
$13.47 - $14.88 - $16.30 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	14	13.48	14.89	16.30		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
STATE OF CALIFORNIA	0	12.06	13.29	14.51	0.00	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	4	12.58	13.82	15.06	55.28	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	4	11.90	13.18	14.46	52.72	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	7	12.05	13.28	14.51	92.96	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	5	12.12	13.64	15.15	68.20	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	1	12.48	13.78	15.08	13.78	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	0	12.50	13.67	14.83	0.00	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF CONCORD	2	14.04	15.47	17.06	30.94	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF DALY CITY	2	14.10	15.64	17.18	31.28	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF FREMONT	1	13.00	14.40	15.80	14.40	40.0	11	Y	Y	12	Y	N	11%	65	190	12-15-21-21
CITY OF HAYWARD	3	12.82	14.22	15.61	42.66	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	5	14.91	15.71	16.50	78.55	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	24	13.38	14.83	16.28	355.92	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SAN MATEO	4	13.72	15.04	16.36	60.16	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SUNNYVALE	3	14.22	15.75	17.28	47.25	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
METROPOLITAN TRANIST AUTH	10	14.09	15.98	17.87	159.80	37.5	11	Y	Y	12	Y	N	13%	89	193	12-17-25-25
CITY OF LONG BEACH	2	13.42	14.92	16.42	29.84	40.0	12	Y	N	12	Y	Y	7%	235	235	12-15-17-20
CITY OF LONG BEACH	3	14.48	16.09	17.70	48.27	40.0	12	Y	N	12	Y	Y	7%	235	235	12-15-17-20
CITY OF LOS ANGELES	46	14.88	16.68	18.48	767.28	40.0	13	N	N	12	Y	N	17%	78	240	10-15-18-20
CITY OF SACRAMENTO	10	12.98	14.38	15.77	143.80	40.0	14	Y	Y	12	Y	Y	16%	74	214	10-15-20-20
CITY OF SAN DIEGO	27	12.35	13.64	14.93	368.28	40.0	10	Y	Y	0	Y	N	9%	104	104	17-22-27-27
TOTALS 21	163		.....		2,461.37											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II *

				1985-86		1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1817	COPY READER	Z	48.4	979-1185	1	48.7	994-1203	2162-2617	31,398
5112	ASST DIR OF PLANNING-IMPLEMENT (ZONING).	Z	64.1	2084-2533	1	64.4	2115-2571	4600-5592	67,103
5113	ASST DIR OF PLANNING-PLANS AND PROGRAMS.	Z	64.1	2084-2533	1	64.4	2115-2571	4600-5592	67,103
5263	PLANNER V	Z	60.9	1782-2166	2	61.2	1809-2199	3935-4783	57,394
5276	CITY PLANNING INTERN	Z	43.5	777- 938	0	43.8	788- 952	1714-2071	24,847
5277	PLANNER I	Z	46.4	891-1078	7	46.7	903-1093	1964-2377	28,527
*5278	PLANNER II	Z	50.4	1078-1304	14	50.7	1093-1323	2377-2878	34,530
5279	SCHOOL FACILITIES NEEDS ANALYST	Z	57.4	1506-1827	1	57.7	1528-1853	3323-4030	48,363
5280	PLANNER III	Z	53.9	1273-1543	15	54.2	1291-1565	2808-3404	40,847
5281	PLANNER III, ADMINISTRATIVE	Z	53.9	1273-1543	3	54.2	1291-1565	2808-3404	40,847
5282	PLANNER IV	Z	57.4	1506-1827	3	57.7	1528-1853	3323-4030	48,363
5283	PLANNER V, URBAN DESIGN.(ABOL. 1/28/85).	Z	60.9	1782-2166	3	61.2	1809-2199	3935-4783	57,394
5284	ENVIRONMENTAL REVIEW OFFICER	Z	59.4	1658-2014	0	59.7	1682-2043	3658-4444	53,322
5287	TRANSIT PLANNER I	Z	46.4	891-1078	1	46.7	903-1093	1964-2377	28,527
5288	TRANSIT PLANNER II	Z	50.4	1078-1304	4	50.7	1093-1323	2377-2878	34,530
5289	TRANSIT PLANNER III	Z	53.9	1273-1543	4	54.2	1291-1565	2808-3404	40,847
5290	TRANSIT PLANNER IV	Z	57.4	1506-1827	7	57.7	1528-1853	3323-4030	48,363
5291	PLANNER III, URBAN DESIGN	Z	53.9	1273-1543	0	54.2	1291-1565	2808-3404	40,847
5292	PLANNER III (ZONING)	Z	53.9	1273-1543	3	54.2	1291-1565	2808-3404	40,847
5293	PLANNER III, TRANSPORTATION	Z	53.9	1273-1543	1	54.2	1291-1565	2808-3404	40,847
5294	PLANNER IV (ZONING)	Z	57.4	1506-1827	3	57.7	1528-1853	3323-4030	48,363
5295	SCHOOL FACILITIES PLANNER	Z	59.9	1698-2063	2	60.2	1723-2094	3748-4554	54,653
5296	PLANNER IV, URBAN SYSTEMS ANALYST	Z	57.4	1506-1827	1	57.7	1528-1853	3323-4030	48,363
5297	PLANNER V (ZONING)	Z	60.9	1782-2166	3	61.2	1809-2199	3935-4783	57,394
5298	PLANNER III ENVIRONMENTAL REVIEW	Z	53.9	1273-1543	3	54.2	1291-1565	2808-3404	40,847
5299	PLANNER IV ENVIRONMENTAL REVIEW	Z	57.4	1506-1827	1	57.7	1528-1853	3323-4030	48,363
5404	SPECIAL ASST FOR PROGRAM DEVELOPMENT	Z		2443-2443	2		2480-2480	5394-5394	64,728
5406	SPECIAL ASST FOR PROGRAM COORDINATOR	Z		1804-1804	0		1831-1831	3982-3982	47,789
5408	COORDINATOR OF CITIZEN INVOLVEMENT	Z		1624-1624	3		1648-1648	3584-3584	43,013
5410	INTERGOVERNMENTAL AFFAIRS COORDINATOR	Z		1438-1438	1		1460-1460	3176-3176	38,106
5412	PLANNING COORDINATOR	Z		1633-1633	5		1658-1658	3606-3606	43,274
9189	DIRECTOR OF PLANNING, MUNI RAILWAY		63.5	2023-2459	1	63.8	2053-2496	4465-5429	65,146
9192	TRANSIT ENVIRONMENTAL COORDINATOR	Z		2008-2008	2		2038-2038	4433-4433	53,192
9397	PORT DEVELOPMENT CONSULTANT		61.4	1827-2221	0	61.7	1853-2252	4030-4898	58,777
9401	PROGRAM MONITOR I, CITY DEMONSTR AGENCY.	Z	50.4	1078-1304	11	50.7	1093-1323	2377-2878	34,530
9403	PROGRAM MONITOR II, CITY DEMONSTR AGENCY	Z	53.9	1273-1543	5	54.2	1291-1565	2808-3404	40,847
9411	CITIZEN PARTICIPATION REHAB MONITOR	Z	53.9	1273-1543	4	54.2	1291-1565	2808-3404	40,847

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 5278 PLANNER II.....*

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1454	PROG MONITOR ASST, CITY DEMONSTR AGENCY.	Z	39.5	644- 777	1	39.8	652- 788	1418-1714	20,567
9770	COMMUNITY DEVELOPMENT ASSISTANT.....	Z	46.0	874-1057	1	46.3	887-1073	1929-2334	28,005
9771	COMMUNITY DEVELOPMENT SPECIALIST.....	Z	50.7	1093-1323	4	51.0	1109-1342	2412-2919	35,026
9774	SR COMMUNITY DEVELOPMENT SPECIALIST I...	Z	53.7	1261-1528	0	54.0	1279-1550	2782-3371	40,455
9775	SR COMMUNITY DEVELOPMENT SPECIALIST II..	Z	57.2	1491-1809	4	57.5	1513-1835	3291-3991	47,894
9776	SUPV COMMUNITY DEVELOPMENT SPECIALIST...	Z		1959-1959	5		1988-1988	4324-4324	51,887

NUMBER OF CLASSES THIS BENCHMARK..... 43
NUMBER OF POSITIONS THIS BENCHMARK..... 133

SAE750 7328 OPERATING ENGINEER, UNIVERSAL

1985-86 SALARY SCHEDULE 0.0 APPROX $2033 - $2624 - $3214 MO.
$11.68 - $15.08 - $18.47 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	33	14.89	16.47	18.04		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	394	15.81	16.17	16.66	6370.98	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	1033	18.69	18.69	18.69	19306.77	00.0	0			0			0%	0	0	0- 0- 0- 0
ALAMEDA COUNTY	12	17.00	17.00	17.00	204.00	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	11	12.84	13.50	14.16	148.50	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	12	10.05	11.08	12.11	132.96	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	5	12.80	14.40	16.00	72.00	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	24	11.14	12.30	13.46	295.20	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	4	11.86	12.28	12.70	49.12	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF FREMONT	9	9.86	10.92	11.98	98.28	40.0	11	Y	Y	12	Y	N	11%	65	190	12-15-21-21
CITY OF HAYWARD	3	10.24	11.10	11.96	33.30	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	10	13.07	13.77	14.47	137.70	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	19	10.75	11.84	13.06	224.96	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SANTA CLARA	6	12.12	13.40	14.68	80.40	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	10	11.74	13.01	14.27	130.10	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
TOTALS 14	507		.....		7,773.50											
FLAT RATE TOTALS	1,045		.....		19,510.77											
COMBINED TOTAL	1,552															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.33 HR. 2667 MO. *
* RATE RANGE 13.80 TO 16.86 HR. 2401 TO 2933 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 18.67 TO 18.67 HR. 3248 TO 3248 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 17.08 TO 18.08 HR. 2971 TO 3145 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7328 OPERATING ENGINEER, UNIVERSAL *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7221	ASPHALT PLANT SUPERVISOR I	52.9	1214-1470	1	52.9	1214-1470	2640-3197	38,367
*7328	OPERATING ENGINEER, UNIVERSAL		935-1478	33		935-1478	2034-3215	38,576
7424	DRYER-MIXER OPERATOR	49.9	1052-1273	3	49.9	1052-1273	2288-2769	33,225
9331	PILEDRIVER ENGINE OPERATOR	52.9	1214-1470	3	52.9	1214-1470	2640-3197	38,367
9334	DECKHAND, TUGS AND DREDGES	47.3	929-1125	1	47.3	929-1125	2021-2447	29,363
9335	MARINE FIRE AND BOILER OPERATOR	47.3	929-1125	1	47.3	929-1125	2021-2447	29,363
9336	HEAD DREDGE LEVER OPERATOR	53.3	1237-1499	1	53.3	1237-1499	2690-3260	39,124
9337	DIESEL TUGBOAT OPERATOR	52.4	1185-1436	1	52.4	1185-1436	2577-3123	37,480
9340	DREDGING SUPERVISOR	54.8	1329-1611	1	54.8	1329-1611	2891-3504	42,047

NUMBER OF CLASSES THIS BENCHMARK..... 9
NUMBER OF POSITIONS THIS BENCHMARK..... 45

SAE750 7334 STATIONARY ENGINEER.....

1985-86 SALARY SCHEDULE 50.3 APPROX $2333 - $2578 - $2823 MO.
$13.41 - $14.81 - $16.22 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	218	13.41	14.82	16.23		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	497	15.19	15.19	15.22	7549.43	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	51	16.08	16.08	16.08	820.08	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	60	12.35	13.35	14.36	801.00	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	31	12.85	13.89	14.94	430.59	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	49	16.26	16.26	16.26	796.74	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	12	12.33	12.96	13.59	155.52	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	2	12.21	12.79	13.37	25.58	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	24	13.17	13.95	14.73	334.80	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	9	12.07	13.33	14.58	119.97	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF HAYWARD	4	11.72	12.72	13.71	50.88	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	14	13.04	13.74	14.44	192.36	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SANTA CLARA	4	12.72	14.07	15.42	56.28	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
U. C. MEDICAL CENTER S.F.	1	16.32	16.32	16.32	16.32	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	7	15.74	16.15	16.55	113.05	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
LAWRENCE LIVERMORE LAB.	77	14.38	15.53	16.67	1195.81	40.0	12	Y	Y	12	Y	Y	15%	136	184	15-15-21-24
TOTALS 15	741		.....		11,025.27											
FLAT RATE TOTALS	101		.....		1,633.14											
COMBINED TOTAL	842															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.88 HR. 2589 MO. *
* RATE RANGE 13.39 TO 16.37 HR. 2329 TO 2848 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 16.17 TO 16.17 HR. 2813 TO 2813 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 13.72 TO 16.34 HR. 2387 TO 2843 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7334 STATIONARY ENGINEER *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
5106	ASST TO DIR OF BUILDINGS AND GROUNDS, SF Z	56.3	1429-1731	1	56.4	1436-1740	3123-3785	45,414
5107	DIR OF BUILDINGS AND GROUNDS, SFUSD.....	62.1	1890-2297	1	62.2	1899-2309	4130-5022	60,265
5149	SUPT OF WATER TREATMENT FACILITIES.....	60.5	1748-2124	1	60.6	1756-2135	3819-4644	55,724
6235	HEAT AND VENTILATION INSPECTOR.....	55.7	1388-1682	0	55.8	1394-1690	3032-3676	44,109
7120	BUILDINGS AND GROUNDS MAINTENANCE SUPT..	58.0	1550-1881	11	58.1	1558-1890	3389-4111	49,329
7203	BUILDING AND GROUNDS MAINTENANCE SUPV...	54.8	1329-1611	2	54.9	1336-1618	2906-3519	42,230
7205	CHIEF STATIONARY ENGINEER.....	55.0	1342-1626	14	55.1	1349-1634	2934-3554	42,647
7209	SCHOOL HEATING AND VENTILATION SUPV.....	58.0	1550-1881	1	58.1	1558-1890	3389-4111	49,329
7223	CABLE MACHINERY SUPERVISOR.....	56.6	1450-1756	1	56.7	1457-1765	3169-3839	46,067
7252	CHIEF STATIONARY ENGINEER, SEWAGE PLANT.	57.0	1477-1791	11	57.1	1484-1800	3228-3915	46,980
7262	MAINTENANCE PLANNER, SFUSD.....	56.3	1429-1731	3	56.4	1436-1740	3123-3785	45,414
7263	MAINTENANCE MANAGER, SFUSD.....	59.6	1674-2033	2	59.7	1682-2043	3658-4444	53,322
7321	ELEVATOR MECHANIC.....	53.8	1267-1535	0	53.9	1273-1543	2769-3356	40,272
7333	APPRENTICE STATIONARY ENGINEER.....		844-1233	4		848-1239	1844-2695	32,338
*7334	STATIONARY ENGINEER.....	50.3	1073-1298	218	50.4	1078-1304	2345-2836	34,034
7335	SENIOR STATIONARY ENGINEER.....	52.8	1208-1463	39	52.9	1214-1470	2640-3197	38,367
7372	STATIONARY ENGINEER, SEWAGE PLANT.....	52.3	1180-1429	134	52.4	1185-1436	2577-3123	37,480
7373	SENIOR STATIONARY ENGINEER, SEWAGE PLANT	54.8	1329-1611	37	54.9	1336-1618	2906-3519	42,230
7375	APPRENTICE STATIONARY ENGR, SEWAGE PLANT		929-1358	25		934-1365	2031-2969	35,627
7420	BRIDGETENDER.....	45.6	858-1037	5	45.7	862-1042	1875-2266	27,196
7472	WIRE ROPE CABLE MAINTENANCE MECHANIC....	50.3	1073-1298	8	50.4	1078-1304	2345-2836	34,034
7473	WIRE ROPE CABLE MAINT MECH TRAINEE.....		1038-1038	0		1043-1043	2269-2269	27,222
9232	AIRPORT MECHANICAL MAINTENANCE SUPV.....	58.0	1550-1881	1	58.1	1558-1890	3389-4111	49,329

NUMBER OF CLASSES THIS BENCHMARK..... 23
NUMBER OF POSITIONS THIS BENCHMARK..... 519

SAE750 7344 CARPENTER.....

1985-86 SALARY SCHEDULE 53.3 APPROX $2690 - $2975 - $3260 MO.
$15.46 - $17.10 - $18.73 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	83	15.46	17.10	18.74		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	152	16.11	16.22	16.25	2465.44	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	638	20.27	20.27	20.27	12932.26	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	9	11.80	12.37	12.94	111.33	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	82	11.78	12.76	13.73	1046.32	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	11	16.49	16.49	16.49	181.39	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	4	14.33	15.07	15.80	60.28	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
SAN MATEO COUNTY	6	14.97	14.97	14.97	89.82	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	7	16.00	16.00	16.00	112.00	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF CONCORD	4	14.04	14.76	15.47	59.04	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF OAKLAND	10	13.28	14.00	14.72	140.00	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	6	13.13	14.47	15.95	86.82	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SAN MATEO	1	10.50	11.46	12.52	11.46	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SUNNYVALE	1	12.28	13.61	14.93	13.61	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	8	15.59	15.99	15.99	127.92	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
OAKLAND CITY SCHOOL DIST.	22	14.48	14.86	15.24	326.92	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	12	13.22	14.62	16.02	175.44	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	16	14.19	14.63	15.06	234.08	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
LAWRENCE BERKELEY LAB.	4	11.89	14.22	16.55	56.88	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
LAWRENCE LIVERMORE LAB.	13	14.38	15.53	16.67	201.89	40.0	12	Y	Y	12	Y	Y	15%	136	184	15-15-21-24
S. F. HOUSING AUTHORITY	14	19.26	19.26	19.26	269.64	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	19.23	19.23	19.23	19.23	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-21-30
TOTALS 21	344		.....		5,117.43											
FLAT RATE TOTALS	677		.....		13,604.34											
COMBINED TOTAL	1,021															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.88 HR. 2589 MO. *
* RATE RANGE 13.39 TO 16.37 HR. 2329 TO 2848 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 20.10 TO 20.10 HR. 3497 TO 3497 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 17.84 TO 18.84 HR. 3104 TO 3278 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CARPENTER AND RELATED *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
5286	ADMINISTRATOR, PROPERTY CONSERVATION DIV	Z	61.4	1827-2221	1	61.5	1835-2230	3991-4850	58,203
6270	HOUSING INSPECTOR	Z	57.8	1535-1862	21	57.9	1543-1871	3356-4069	48,833
6272	SENIOR HOUSING INSPECTOR	Z	58.8	1611-1955	4	58.9	1618-1965	3519-4274	51,287
6274	CHIEF HOUSING INSPECTOR	Z	59.8	1690-2053	1	59.9	1698-2063	3693-4487	53,844
6280	FIRE SAFETY INSPECTOR I		49.8	1047-1267	5	49.9	1052-1273	2288-2769	33,225
6281	FIRE SAFETY INSPECTOR II		53.6	1255-1520	10	53.7	1261-1528	2743-3323	39,881
6331	BUILDING INSPECTOR	Z	57.8	1535-1862	41	57.9	1543-1871	3356-4069	48,833
6333	SENIOR BUILDING INSPECTOR	Z	58.8	1611-1955	3	58.9	1618-1965	3519-4274	51,287
6334	CHIEF BUILDING INSPECTOR	Z	59.8	1690-2053	4	59.9	1698-2063	3693-4487	53,844
6336	PROPERTY REHABILITATION MANAGER	Z	60.8	1773-2156	1	60.9	1782-2166	3876-4711	56,533
7102	MAINT AND REPAIR ASST SUPT HETCH HETCHY	Z	60.3	1731-2104	1	60.4	1740-2115	3785-4600	55,202
7124	MAINT AND REPAIR SUPT HETCH HETCHY PROJ	Z	61.3	1818-2209	1	61.4	1827-2221	3974-4831	57,968
7202	ASST PARK SUPT FOR STRUCTURAL MAINT	Z	59.6	1674-2033	1	59.7	1682-2043	3658-4444	53,322
7219	MAINTENANCE ESTIMATOR AND SCHEDULER		50.5	1083-1310	7	50.6	1088-1316	2366-2862	34,348
7226	CARPENTER SUPERVISOR I		56.6	1450-1756	10	56.7	1457-1765	3169-3839	46,067
7233	GLAZIER SUPERVISOR I		55.1	1349-1634	2	55.2	1355-1642	2947-3571	42,856
7236	LOCKSMITH SUPERVISOR I		55.1	1349-1634	2	55.2	1355-1642	2947-3571	42,856
7247	SHEET METAL WORKER SUPERVISOR II		60.3	1731-2104	1	60.4	1740-2115	3785-4600	55,202
7272	CARPENTER SUPERVISOR II		59.1	1634-1985	1	59.2	1642-1994	3571-4337	52,043
7320	PROPERTY STAGE HAND			12.87 HR	0		12.93 HR		
7326	GLAZIER		53.3	1237-1499	19	53.4	1243-1506	2704-3276	39,307
7342	LOCKSMITH		53.3	1237-1499	13	53.4	1243-1506	2704-3276	39,307
*7344	CARPENTER		53.3	1237-1499	83	53.4	1243-1506	2704-3276	39,307
7358	PATTERNMAKER		54.3	1298-1573	3	54.4	1304-1580	2836-3437	41,238
7361	PLASTERER		53.3	1237-1499	2	53.4	1243-1506	2704-3276	39,307
7371	STAGE CARPENTER			12.87 HR	0		12.93 HR		
7376	SHEET METAL WORKER		56.3	1429-1731	30	56.4	1436-1740	3123-3785	45,414
7378	TILE SETTER		51.4	1131-1368	2	51.5	1136-1375	2471-2991	35,888
7395	ORNAMENTAL IRON WORKER			1068-1408	8		1073-1415	2334-3078	36,932
9330	PILE WORKER		54.3	1298-1573	20	54.4	1304-1580	2836-3437	41,238
9332	PILEDRIVER SUPERVISOR I		56.3	1429-1731	4	56.4	1436-1740	3123-3785	45,414
9342	ORNAMENTAL IRON WORKER SUPERVISOR I		53.9	1273-1543	1	54.0	1279-1550	2782-3371	40,455
9343	ROOFER		51.7	1147-1388	5	51.8	1152-1394	2506-3032	36,383
9344	ROOFER SUPERVISOR I		52.7	1203-1457	1	52.8	1208-1463	2627-3182	38,184
9345	SHEET METAL SUPERVISOR I		58.3	1573-1909	4	58.4	1580-1918	3437-4172	50,060

NUMBER OF CLASSES THIS BENCHMARK..... 35
NUMBER OF POSITIONS THIS BENCHMARK..... 312

SAE750 7345 ELECTRICIAN.....

1985-86 SALARY SCHEDULE 55.1 APPROX $2934 - $3244 - $3553 MO.
$16.86 - $18.64 - $20.42 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	98	16.86	18.65	20.43		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	495	16.66	16.69	16.89	8261.55	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	549	25.96	25.96	25.96	14252.04	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	9	12.33	12.94	13.55	116.46	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	159	12.27	13.28	14.29	2111.52	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	5	17.71	17.71	17.71	88.55	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	6	15.22	16.00	16.78	96.00	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	2	12.47	13.07	13.67	26.14	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	2	16.32	16.32	16.32	32.64	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	13	17.47	17.47	17.47	227.11	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	6	13.45	14.09	14.72	84.54	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF CONCORD	2	14.04	14.76	15.47	29.52	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF HAYWARD	3	13.76	14.96	16.15	44.88	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	23	15.33	16.12	16.91	370.76	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	32	15.05	16.67	18.28	533.44	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SAN MATEO	1	11.72	12.80	13.98	12.80	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SUNNYVALE	1	12.28	13.61	14.93	13.61	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	11	16.21	16.21	16.21	178.31	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
OAKLAND CITY SCHOOL DIST.	10	14.98	15.37	15.76	153.70	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	7	14.53	16.06	17.58	112.42	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	23	15.74	16.15	16.55	371.45	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
LAWRENCE BERKELEY LAB.	2	11.89	14.22	16.55	28.44	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
LAWRENCE LIVERMORE LAB.	35	15.11	16.31	17.51	570.85	40.0	12	Y	Y	12	Y	Y	15%	136	184	15-15-21-24
S. F. HOUSING AUTHORITY	5	20.43	20.43	20.43	102.15	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
BAY AREA RAPID TRANSIT	55	14.20	15.21	16.22	836.55	40.0	12	Y	Y	12	Y	N	11%	171	171	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	7	21.44	21.44	21.44	150.08	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-21-30

TOTALS	25	871	..... 13,774.63
FLAT RATE TOTALS		592	..... 15,030.88
COMBINED TOTAL		1,463	

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.81 HR. 2750 MO. *
* RATE RANGE 14.23 TO 17.39 HR. 2476 TO 3025 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 25.39 TO 25.39 HR. 4417 TO 4417 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 18.75 TO 20.63 HR. 3262 TO 3589 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
6248	ELECTRICAL INSPECTOR	Z	57.8	1535-1862	20	58.0	1550-1881	3371-4091	49,094
6249	SENIOR ELECTRICAL INSPECTOR		58.8	1611-1955	1	59.0	1626-1975	3537-4296	51,548
6250	CHIEF ELECTRICAL INSPECTOR	Z	59.8	1690-2053	1	60.0	1706-2074	3711-4511	54,131
6252	LINE INSPECTOR		57.8	1535-1862	2	58.0	1550-1881	3371-4091	49,094
7125	ELEC OPER AND MAINT SUPT HETCH HETCHY	Z	60.8	1773-2156	1	61.0	1791-2178	3895-4737	56,846
7128	POWER HOUSE SUPERINTENDENT	Z	55.2	1355-1642	1	55.4	1368-1658	2975-3606	43,274
7130	GEN SUPERINTENDENT, FACILITIES MAINT	Z		2407-2407	2		2431-2431	5287-5287	63,449
7131	ELEC MAINT AND CONSTRUCTION SUPT	Z	60.8	1773-2156	1	61.0	1791-2178	3895-4737	56,846
7132	TELECOMMUNICATIONS SUPERVISOR		59.0	1626-1975	2	59.2	1642-1994	3571-4337	52,043
7214	ELECTRICAL TRANSIT EQUIPMENT SUPERVISOR		60.6	1756-2135	2	60.8	1773-2156	3856-4689	56,272
7216	ELECTRICAL TRANSIT SHOP SUPERVISOR I		58.6	1596-1936	7	58.8	1611-1955	3504-4252	51,026
7229	TRANSMISSION LINE SUPERVISOR I		57.6	1520-1844	2	57.8	1535-1862	3339-4050	48,598
7234	TRANSPORTATION EQUIPMENT SHOP SUPERVISOR		58.6	1596-1936	1	58.8	1611-1955	3504-4252	51,026
7235	TRANSIT POWER LINE SUPERVISOR I		57.6	1520-1844	7	57.8	1535-1862	3339-4050	48,598
7238	ELECTRICIAN SUPERVISOR I		57.6	1520-1844	12	57.8	1535-1862	3339-4050	48,598
7244	POWER PLANT SUPERVISOR I		53.2	1232-1491	3	53.4	1243-1506	2704-3276	39,307
7253	ELECTRICAL TRANSIT MECHANIC SUPV I		56.6	1450-1756	10	56.8	1463-1773	3182-3856	46,275
7255	POWER HOUSE ELECTRICIAN SUPERVISOR I		57.6	1520-1844	2	57.8	1535-1862	3339-4050	48,598
7256	ELECTRIC MOTOR REPAIR SUPERVISOR I		56.6	1450-1756	1	56.8	1463-1773	3182-3856	46,275
7257	COMMUNICATION LINE SUPERVISOR I		57.6	1520-1844	1	57.8	1535-1862	3339-4050	48,598
7273	COMMUNICATION LINE WORKER SUPV II		59.8	1690-2053	1	60.0	1706-2074	3711-4511	54,131
7274	TRANSIT POWER LINE WORKER SUPV II		59.8	1690-2053	1	60.0	1706-2074	3711-4511	54,131
7275	CABLE SPLICER SUPERVISOR I		59.8	1690-2053	1	60.0	1706-2074	3711-4511	54,131
7276	ELECTRICIAN SUPERVISOR II		59.8	1690-2053	2	60.0	1706-2074	3711-4511	54,131
7279	POWERHOUSE ELECTRICIAN SUPV II		59.8	1690-2053	1	60.0	1706-2074	3711-4511	54,131
7285	TRANSMISSION LINE WORKER SUPV II		59.8	1690-2053	1	60.0	1706-2074	3711-4511	54,131
7287	SUPERVISING ELECTRONIC MAINT TECHNICIAN		59.0	1626-1975	4	59.2	1642-1994	3571-4337	52,043
7288	SIGNAL SYSTEM MAINTENANCE SUPT		59.6	1674-2033	1	59.8	1690-2053	3676-4465	53,583
7308	CABLE SPLICER		57.6	1520-1844	4	57.8	1535-1862	3339-4050	48,598
7318	ELECTRONIC MAINTENANCE TECHNICIAN		56.0	1407-1706	85	56.2	1421-1723	3091-3748	44,970
7319	ELECTRIC MOTOR REPAIRER		51.9	1158-1401	12	52.1	1169-1414	2543-3075	36,905
7329	ELECTRONICS MAINTENANCE TECH ASST SUPVR		58.0	1550-1881	15	58.2	1565-1899	3404-4130	49,564
7346	ELECTRONIC INSTRUMENTATION TECH, WPC		56.0	1407-1706	12	56.2	1421-1723	3091-3748	44,970
7338	ELECTRICAL LINE WORKER		55.1	1349-1634	42	55.3	1362-1650	2962-3589	43,065
*7345	ELECTRICIAN		55.1	1349-1634	98	55.3	1362-1650	2962-3589	43,065
7363	POWERHOUSE ELECTRICIAN		55.1	1349-1634	2	55.3	1362-1650	2962-3589	43,065
7364	POWERHOUSE OPERATOR		49.4	1027-1243	12	49.6	1037-1255	2255-2730	32,756

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * ELECTRICAL TRADES AND RELATED *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
7365	SENIOR POWERHOUSE OPERATOR	51.9	1158-1401	9	52.1	1169-1414	2543-3075	36,905
7366	ELECTRONIC CONTROL SYSTEM TECHNICIAN	56.0	1407-1706	5	56.2	1421-1723	3091-3748	44,970
7377	STAGE ELECTRICIAN	55.1	1349-1634	3	55.3	1362-1650	2962-3589	43,065
7379	ELECTRICAL TRANSIT MECHANIC	51.9	1158-1401	147	52.1	1169-1414	2543-3075	36,905
7380	ELECTRICAL TRANSIT MECHANIC ASST SUPV	54.6	1316-1596	20	54.8	1329-1611	2891-3504	42,047
7408	ASSISTANT POWER HOUSE OPERATOR	44.7	822- 994	9	44.9	830-1003	1805-2182	26,178
7409	ELECTRICAL TRANSIT SERVICE WORKER	48.9	1003-1214	68	49.1	1013-1226	2203-2667	31,999
7430	ASST ELECTRONIC MAINTENANCE TECHNICIAN	53.0	1220-1477	26	53.2	1232-1491	2680-3243	38,915
7432	ELECTRICAL LINE HELPER	52.1	1169-1414	3	52.3	1180-1429	2567-3108	37,297
7510	LIGHTING FIXTURE MAINTENANCE WORKER	42.9	755- 912	8	43.1	762- 920	1657-2001	24,012
9240	AIRPORT ELECTRICIAN	57.1	1484-1800	10	57.3	1499-1818	3260-3954	47,450
9241	AIRPORT ELECTRICIAN SUPERVISOR	58.1	1558-1890	1	58.3	1573-1909	3421-4152	49,825
9242	HEAD AIRPORT ELECTRICIAN	59.8	1690-2053	1	60.0	1706-2074	3711-4511	54,131

NUMBER OF CLASSES THIS BENCHMARK..... 50
NUMBER OF POSITIONS THIS BENCHMARK..... 683

SAE750 7346 PAINTER.....

1985-86 SALARY SCHEDULE 51.6 APPROX $2481 - $2742 - $3003 MO.
$14.26 - $15.76 - $17.26 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	74	14.26	15.76	17.26		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	101	14.97	14.99	14.99	1513.99	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	147	21.11	21.11	21.11	3103.17	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	10	11.80	12.37	12.94	123.70	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	81	11.78	12.76	13.73	1033.56	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	17	15.64	15.64	15.64	265.88	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	3	14.33	15.07	15.80	45.21	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
SAN MATEO COUNTY	4	14.97	14.97	14.97	59.88	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	10	16.00	16.00	16.00	160.00	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF CONCORD	3	14.04	14.76	15.47	44.28	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF DALY CITY	0	11.03	12.22	13.40	0.00	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF HAYWARD	1	11.94	12.97	14.00	12.97	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	14	13.20	13.92	14.63	194.88	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	10	13.06	14.40	15.87	144.00	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SAN MATEO	1	10.35	11.31	12.35	11.31	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SUNNYVALE	1	12.28	13.61	14.93	13.61	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	12	15.64	15.64	15.64	187.68	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
OAKLAND CITY SCHOOL DIST.	13	14.51	14.89	15.27	193.57	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	6	13.22	14.62	16.02	87.72	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	10	14.19	14.63	15.06	146.30	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
LAWRENCE BERKELEY LAB.	1	11.89	14.22	16.55	14.22	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
LAWRENCE LIVERMORE LAB.	16	14.38	15.53	16.67	248.48	40.0	12	Y	Y	12	Y	Y	15%	136	184	15-15-21-24
S. F. HOUSING AUTHORITY	16	17.96	17.96	17.96	287.36	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
BAY AREA RAPID TRANSIT	7	14.20	15.21	16.22	106.47	40.0	12	Y	Y	12	Y	N	11%	171	171	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	29	21.48	21.48	21.48	622.92	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-21-30

TOTALS 24	278	.....	3,934.27
FLAT RATE TOTALS	235	.....	4,686.89
COMBINED TOTAL	513		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.15 HR. 2462 MO. *
* RATE RANGE 12.74 TO 15.57 HR. 2216 TO 2709 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 19.94 TO 19.94 HR. 3469 TO 3469 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 16.04 TO 17.57 HR. 2790 TO 3057 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7346 PAINTER..... *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
7242	PAINTER SUPERVISOR I.....	54.2	1291-1565	11	54.5	1310-1588	2849-3454	41,447
7278	PAINTER SUPERVISOR II.....	56.3	1429-1731	1	56.6	1450-1756	3154-3819	45,832
*7346	PAINTER.....	51.6	1141-1381	74	51.9	1158-1401	2519-3047	36,566

NUMBER OF CLASSES THIS BENCHMARK..... 3
NUMBER OF POSITIONS THIS BENCHMARK..... 86

SAE750 7347 PLUMBER.....

1985-86 SALARY SCHEDULE 55.4 APPROX $2975 - $3290 - $3606 MO.
$17.10 - $18.91 - $20.72 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	57	17.10	18.92	20.73		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	102	16.54	16.68	16.68	1701.36	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	197	26.08	26.08	26.08	5137.76	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	7	12.33	12.94	13.55	90.58	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	39	11.78	12.76	13.73	497.64	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	46	12.27	13.28	14.29	610.88	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	3	18.19	18.19	18.19	54.57	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	0	15.14	15.92	16.70	0.00	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
SAN MATEO COUNTY	1	16.32	16.32	16.32	16.32	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	9	17.47	17.47	17.47	157.23	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF OAKLAND	3	15.05	15.87	16.68	47.61	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	2	13.99	15.42	17.00	30.84	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SUNNYVALE	1	12.28	13.61	14.93	13.61	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
OAKLAND CITY SCHOOL DIST.	6	15.63	16.05	16.46	96.30	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	9	14.53	16.06	17.58	144.54	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	10	15.74	16.15	16.55	161.50	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
LAWRENCE BERKELEY LAB.	1	11.89	14.22	16.55	14.22	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
LAWRENCE LIVERMORE LAB.	15	15.11	16.31	17.51	244.65	40.0	12	Y	Y	12	Y	Y	15%	136	184	15-15-21-24
S. F. HOUSING AUTHORITY	14	23.19	23.19	23.19	324.66	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	1	20.61	20.61	20.61	20.61	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-21-30
TOTALS 19	241		.....		3,653.73											
FLAT RATE TOTALS	225		.....		5,711.15											
COMBINED TOTAL	466															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.16 HR. 2637 MO. *
* RATE RANGE 13.64 TO 16.68 HR. 2373 TO 2902 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 25.38 TO 25.38 HR. 4416 TO 4416 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 19.31 TO 20.88 HR. 3359 TO 3633 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * PLUMBING AND RELATED *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
6236	BOILER INSPECTOR		57.8	1535-1862	1	57.9	1543-1871	3356-4069	48,833
6238	SENIOR BOILER INSPECTOR		58.8	1611-1955	1	58.9	1618-1965	3519-4274	51,287
6242	PLUMBING INSPECTOR	Z	57.8	1535-1862	12	57.9	1543-1871	3356-4069	48,833
6244	CHIEF PLUMBING INSPECTOR	Z	59.8	1690-2053	1	59.9	1698-2063	3693-4487	53,844
7213	PLUMBER SUPERVISOR I		57.8	1535-1862	5	57.9	1543-1871	3356-4069	48,833
7230	FIRE DEPARTMENT WATER SYSTEM SUPERVISOR		58.4	1580-1918	1	58.5	1588-1927	3454-4191	50,295
7239	PLUMBER SUPERVISOR II		59.3	1650-2004	2	59.4	1658-2014	3606-4380	52,565
7240	WATER METER SHOP SUPERVISOR I		53.0	1220-1477	1	53.1	1226-1484	2667-3228	38,732
7248	STEAMFITTER SUPERVISOR II		58.7	1603-1946	1	58.8	1611-1955	3504-4252	51,026
7250	UTILITY PLUMBER SUPERVISOR I		57.8	1535-1862	22	57.9	1543-1871	3356-4069	48,833
7284	UTILITY PLUMBER SUPERVISOR II		59.3	1650-2004	4	59.4	1658-2014	3606-4380	52,565
7323	FIRE DEPT WATER SYSTEM ASST SUPV		57.4	1506-1827	1	57.5	1513-1835	3291-3991	47,894
*7347	PLUMBER		55.4	1368-1658	57	55.5	1375-1666	2991-3624	43,483
7348	STEAMFITTER		55.4	1368-1658	14	55.5	1375-1666	2991-3624	43,483
7349	STEAMFITTER ASSISTANT SUPERVISOR		57.4	1506-1827	1	57.5	1513-1835	3291-3991	47,894
7353	WATER METER REPAIRER		51.0	1109-1342	7	51.1	1114-1349	2423-2934	35,209
7360	PIPE WELDER		55.4	1368-1658	4	55.5	1375-1666	2991-3624	43,483
7386	UTILITY PLUMBER ASSISTANT SUPERVISOR		57.4	1506-1827	0	57.5	1513-1835	3291-3991	47,894
7388	UTILITY PLUMBER		55.4	1368-1658	45	55.5	1375-1666	2991-3624	43,483
7390	WELDER		51.0	1109-1342	10	51.1	1114-1349	2423-2934	35,209
7442	WATER METER REPAIR HELPER		44.2	803- 970	1	44.3	807- 975	1755-2121	25,448
7449	SEWER SERVICE WORKER		54.2	1291-1565	12	54.3	1298-1573	2823-3421	41,055
7463	UTILITY PLUMBER APPRENTICE			995-1576	23		1000-1584	2175-3445	41,342
9346	FUSION WELDER		54.7	1323-1603	2	54.8	1329-1611	2891-3504	42,047

NUMBER OF CLASSES THIS BENCHMARK..... 24
NUMBER OF POSITIONS THIS BENCHMARK..... 228

SAE750 7355 TRUCK DRIVER.....

1985-86 SALARY SCHEDULE 0.0 APPROX $2436 - $2765 - $3095 MO.
$14.00 - $15.89 - $17.78 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	159	14.00	14.70	15.40		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	2022	13.67	14.24	14.78	28793.28	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	143	15.28	15.28	15.28	2185.04	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	2	10.06	10.53	11.00	21.06	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	26	9.86	10.69	11.51	277.94	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	55	10.34	11.21	12.07	616.55	40.0	10			13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	17	12.52	12.52	12.52	212.84	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
SAN MATEO COUNTY	14	10.92	12.29	13.65	172.06	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
CITY OF BERKELEY	1	9.95	10.30	10.65	10.30	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
EAST BAY MUNI. UTIL. DIST.	4	11.13	12.45	13.76	49.80	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
OAKLAND CITY SCHOOL DIST.	11	11.19	11.19	11.19	123.09	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	7	12.07	12.98	13.88	90.86	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	17	11.54	12.71	13.88	216.07	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
LAWRENCE BERKELEY LAB.	7	9.93	12.49	15.05	87.43	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 13	2,155	.....			30,335.35											
FLAT RATE TOTALS	171	.....			2,520.97											
COMBINED TOTAL	2,326															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 14.08 HR. 2449 MO. *
* RATE RANGE 12.67 TO 15.49 HR. 2204 TO 2695 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 14.74 TO 14.74 HR. 2564 TO 2564 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 12.82 TO 15.43 HR. 2230 TO 2684 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * EQUIPMENT OPERATOR AND RELATED *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7108	HEAVY EQUIPMENT OPERATIONS ASST SUPV....	Z	51.4	1131-1368	1	51.4	1131-1368	2460-2975	35,705
7110	MOBILE EQUIPMENT ASSISTANT SUPERVISOR...	Z	53.2	1232-1491	4	53.2	1232-1491	2680-3243	38,915
7208	HEAVY EQUIPMENT OPERATIONS SUPERVISOR...	Z	52.4	1185-1436	1	52.4	1185-1436	2577-3123	37,480
7210	MOBILE EQUIPMENT SUPERVISOR.....	Z	55.2	1355-1642	1	55.2	1355-1642	2947-3571	42,856
7312	CHAUFFEUR.....		34.9	519- 625	1	34.9	519- 625	1129-1359	16,313
*7355	TRUCK DRIVER.....			1120-1423	159		1120-1423	2436-3095	37,140
9360	CONSTRUCTION AND MAINT SUPV II, PORT....		59.3	1650-2004	1	59.3	1650-2004	3589-4359	52,304
9361	ASST SUPT, HARBOR MAINT, ELECTRICAL.....	Z	60.3	1731-2104	1	60.3	1731-2104	3765-4576	54,914
9362	ASST SUPT, HARBOR MAINT, BLDGS AND STS..	Z	60.3	1731-2104	0	60.3	1731-2104	3765-4576	54,914
9363	ASST SUPT, HARBOR MAINT, PIERS AND WHARV	Z	60.3	1731-2104	1	60.3	1731-2104	3765-4576	54,914
9364	SUPERINTENDENT, HARBOR MAINT AND REPAIR.	Z	61.3	1818-2209	1	61.3	1818-2209	3954-4805	57,655

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 171

SAE750 7381 AUTOMOTIVE MECHANIC.....

1985-86 SALARY SCHEDULE 0.0 APPROX $2907 - $2907 - $2907 MO.
$16.71 - $16.71 - $16.71 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	130	16.71	16.71	16.71		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	851	16.26	16.31	16.69	13879.81	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	9	11.00	11.53	12.06	103.77	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	18	11.29	12.24	13.19	220.32	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	13	11.78	12.76	13.73	165.88	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	68	12.27	13.28	14.29	903.04	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	5	15.10	15.10	15.10	75.50	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	14	13.73	14.44	15.14	202.16	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	2	12.39	13.00	13.60	26.00	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	2	13.98	13.98	13.98	27.96	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SAN MATEO COUNTY	2	12.67	14.26	15.84	28.52	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	15	12.13	13.40	14.66	201.00	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	13	12.15	12.55	12.95	163.15	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF CONCORD	4	14.04	14.76	15.47	59.04	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF DALY CITY	5	11.69	12.95	14.21	64.75	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF FREMONT	3	10.87	12.05	13.22	36.15	40.0	11	Y	Y	12	Y	N	11%	65	190	12-15-21-21
CITY OF HAYWARD	4	11.47	12.71	13.94	50.84	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	10	12.89	13.57	14.25	135.70	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF OAKLAND	13	13.91	14.60	15.29	189.80	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	30	12.87	14.20	15.65	426.00	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SAN MATEO	1	9.42	10.28	11.22	10.28	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SAN MATEO	4	10.51	11.47	12.53	45.88	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SANTA CLARA	6	12.40	13.72	15.04	82.32	40.0	12	Y	Y	12	Y	Y	11%	115	115	10-15-20-21
CITY OF SUNNYVALE	9	12.07	13.37	14.67	120.33	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	7	15.58	15.58	15.58	109.06	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
U. C. BERKELEY	9	13.25	14.25	15.25	128.25	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
ALAMEDA-CONTRA COSTA TRANSIT	51	14.58	14.58	14.58	743.58	40.0	11	Y	Y	12	Y	Y	13%	137	137	10-15-20-30
ALAMEDA-CONTRA COSTA TRANSIT	50	15.48	15.48	15.48	774.00	40.0	11	Y	Y	12	Y	Y	13%	137	137	10-15-20-30
BAY AREA RAPID TRANSIT	20	14.20	15.21	16.22	304.20	40.0	12	Y	Y	12	Y	N	11%	171	171	15-20-25-30
GOLDEN GATE BRIDGE DISTRICT	22	15.36	15.36	15.36	337.92	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-21-30
SAN MATEO TRANIST DISTRICT	33	10.51	12.26	14.01	404.58	40.0	11	Y	N	0	Y	Y	8%	109	264	20-27-27-27
SANTA CLARA TRANSIT DISTRICT	71	13.84	14.79	15.73	1050.09	40.0	10	Y	Y	12	Y	Y	6%	171	171	10-15-20-30

TOTALS	31	1,227	19,001.86
FLAT RATE TOTALS		137	2,068.02
COMBINED TOTAL		1,364	

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 15.49 HR. 2695 MO. *
* RATE RANGE 13.94 TO 17.04 HR. 2425 TO 2964 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 15.10 TO 15.10 HR. 2627 TO 2627 MO. *

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7381 AUTOMOTIVE MECHANIC *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
7123	MACHINE SHOP AND PARKING METER SUPT.....	Z	59.6	1674-2033	1	59.8	1690-2053	3676-4465	53,583
7126	MECHANICAL SHOP AND EQUIPMENT SUPT.....		57.6	1520-1844	3	57.8	1535-1862	3339-4050	48,598
7136	WATER SHOPS AND EQUIPMENT SUPT.....	Z	58.2	1565-1899	1	58.4	1580-1918	3437-4172	50,060
7150	CITY SHOPS GENERAL SUPERINTENDENT.....	Z	61.9	1871-2274	1	62.1	1890-2297	4111-4996	59,952
7212	AUTOMOTIVE TRANSIT EQUIPMENT SUPERVISOR.			2135-2135	1		2156-2156	4689-4689	56,272
7224	CAR AND AUTO PAINTER SUPERVISOR I.....			1596-1596	1		1612-1612	3506-3506	42,073
7225	TRANSIT PAINT SHOP SUPERVISOR I.....			1756-1756	1		1774-1774	3858-3858	46,301
7228	AUTOMOTIVE TRANSIT SHOP SUPERVISOR I....			1936-1936	5		1955-1955	4252-4252	51,026
7232	HETCH HETCHY MECHANICAL SHOP SUPERVISOR.			1577-1577	1		1593-1593	3465-3465	41,577
7241	SENIOR MAINTENANCE CONTROLLER.....			1756-1756	2		1774-1774	3858-3858	46,301
7249	AUTOMOTIVE MECHANIC SUPERVISOR I.....			1756-1756	11		1774-1774	3858-3858	46,301
7254	AUTOMOTIVE MACHINIST SUPERVISOR I.....			1756-1756	6		1774-1774	3858-3858	46,301
7258	MAINTENANCE MACHINIST SUPERVISOR I.....		56.6	1450-1756	6	56.8	1463-1773	3182-3856	46,275
7264	AUTO BODY AND FENDER WORKER SUPV I.....			1756-1756	1		1774-1774	3858-3858	46,301
7277	CITY SHOPS ASST SUPERINTENDENT.....	Z	57.5	1513-1835	1	57.7	1528-1853	3323-4030	48,363
7305	BLACKSMITH.....		49.3	1022-1237	1	49.5	1032-1249	2245-2717	32,599
7306	AUTOMOTIVE BODY AND FENDER WORKER.....			1356-1356	45		1370-1370	2980-2980	35,757
7309	CAR AND AUTO PAINTER.....			1356-1356	17		1370-1370	2980-2980	35,757
7313	AUTOMOTIVE MACHINIST.....			1356-1356	70		1370-1370	2980-2980	35,757
7315	AUTOMOTIVE MACHINIST ASST SUPERVISOR....			1596-1596	2		1612-1612	3506-3506	42,073
7322	AUTO BODY AND FENDER WORKER ASST SUPV...			1596-1596	2		1612-1612	3506-3506	42,073
7325	GENERAL UTILITY MECHANIC.....			1430-1430	9		1444-1444	3141-3141	37,688
7330	SENIOR GENERAL UTILITY MECHANIC.....			1502-1502	1		1517-1517	3299-3299	39,594
7331	APPRENTICE MAINTENANCE MACHINIST.....			782-1295	1		790-1308	1718-2845	34,139
7342	MAINTENANCE MACHINIST.....		52.2	1174-1421	66	52.4	1185-1436	2577-3123	37,480
7340	MAINTENANCE CONTROLLER.....			1596-1596	10		1612-1612	3506-3506	42,073
*7381	AUTOMOTIVE MECHANIC.....			1337-1337	130		1350-1350	2936-2936	35,235
7382	AUTOMOTIVE MECHANIC ASSISTANT SUPERVISOR			1596-1596	18		1612-1612	3506-3506	42,073
7387	UPHOLSTERER.....		48.6	989-1197	1	48.8	998-1208	2171-2627	31,529
7389	METALSMITH.....		49.8	1047-1267	5	50.0	1057-1279	2299-2782	33,382
7410	AUTOMOTIVE SERVICE WORKER.....		43.3	769- 929	134	43.5	777- 938	1690-2040	24,482
7412	AUTOMOTIVE SERVICE WORKER ASST SUPV.....		45.3	846-1022	7	45.5	854-1032	1857-2245	26,935
7414	BLACKSMITH'S FINISHER.....		48.8	998-1208	1	49.0	1008-1220	2192-2654	31,842
7434	MAINTENANCE MACHINIST HELPER.....		46.3	887-1073	5	46.5	895-1083	1947-2356	28,266
9102	TRANSIT CAR CLEANER.....		41.7	714- 862	78	41.9	721- 870	1568-1892	22,707
9104	TRANSIT CAR CLEANER ASST SUPERVISOR.....		43.7	785- 947	5	43.9	792- 956	1721-2079	24,952
9106	TRANSIT CAR CLEANER SUPERVISOR I.....		44.7	822- 994	1	44.9	830-1003	1805-2182	26,178

NUMBER OF CLASSES THIS BENCHMARK..... 37
NUMBER OF POSITIONS THIS BENCHMARK..... 651

SAE750 7384 TYPEWRITER REPAIRER.....

1985-86 SALARY SCHEDULE 44.3 APPROX $1755 - $1937 - $2120 MO.
$10.08 - $11.13 - $12.18 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	4	10.09	11.14	12.19		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	157	10.71	11.03	11.41	1731.71	00.0	0			0			0%	0	0	0- 0- 0- 0
SANTA CLARA COUNTY	1	9.77	10.78	11.79	10.78	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
LOS ANGELES COUNTY	13	11.02	11.02	11.02	143.26	40.0	12	Y	Y	12	Y	N	6%	71	194	10-15-20-20
CITY OF LOS ANGELES	4	8.90	9.98	11.05	39.92	40.0	13	N	N	12	Y	N	17%	78	240	10-15-18-20
LOS ANGELES WATER AND POWER	3	14.51	14.51	14.51	43.53	40.0	13	Y	Y	10	Y	N	18%	221	221	10-15-20-20
SAN DIEGO UNIF SCHOOL DIST.	8	9.44	10.48	11.48	83.84	40.0	14	Y	N	12	Y	Y	12%	198	198	12-16-20-21
TOTALS 6	170	.....			1,866.25											
FLAT RATE TOTALS	16	.....			186.79											
COMBINED TOTAL	186															

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.98 HR. 1910 MO. *
* RATE RANGE 9.88 TO 12.08 HR. 1719 TO 2101 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 11.67 TO 11.67 HR. 2030 TO 2030 MO. *

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 7384 TYPEWRITER REPAIRER..... *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7243	PARKING METER REPAIRER SUPERVISOR I.....	51.5	1136-1375	1	51.5	1136-1375	2471-2991	35,888
7383	SEWING MACHINE REPAIRER.....	46.1	878-1062	1	46.1	878-1062	1910-2310	27,718
*7384	TYPEWRITER REPAIRER.....	44.3	807- 975	4	44.3	807- 975	1755-2121	25,448
7385	SENIOR TYPEWRITER REPAIRER.....	46.1	878-1062	1	46.1	878-1062	1910-2310	27,718
7444	PARKING METER REPAIRER.....	49.0	1008-1220	18	49.0	1008-1220	2192-2654	31,842

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 25

SAE750 7514 GENERAL LABORER.....

1985-86 SALARY SCHEDULE 45.7 APPROX $1874 - $2070 - $2266 MO.
$10.77 - $11.90 - $13.02 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	229	10.78	11.91	13.03		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	571	11.60	11.63	12.09	6640.73	00.0	0			0			0%	0	0	0- 0- 0- 0
PRIVATE BAY AREA	408	16.07	16.07	16.07	6556.56	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	5	8.86	9.26	9.66	46.30	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	37	8.42	9.12	9.82	337.44	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	70	8.88	9.63	10.36	674.10	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	66	11.29	11.76	12.23	776.16	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	34	9.50	9.99	10.47	339.66	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	20	9.16	10.08	11.00	201.60	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	20	9.60	10.80	12.00	216.00	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	15	8.42	9.28	10.14	139.20	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
SANTA CLARA COUNTY	30	9.23	10.19	11.14	305.70	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	12	9.32	9.64	9.95	115.68	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF CONCORD	8	7.73	8.57	9.40	68.56	40.0	11	Y	Y	12	Y	Y	13%	59	169	12-15-20-25
CITY OF DALY CITY	14	9.45	10.48	11.50	146.72	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF HAYWARD	15	8.92	9.64	10.35	144.60	40.0	13	Y	Y	12	Y	N	15%	61	177	10-15-20-20
CITY OF OAKLAND	78	9.86	10.39	10.91	810.42	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	65	8.55	9.42	10.39	612.30	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SAN MATEO	10	8.59	9.38	10.24	93.80	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SUNNYVALE	9	9.59	10.63	11.66	95.67	40.0	13	Y	Y	10	Y	N	16%	161	161	11-16-21-30
EAST BAY MUNI. UTIL. DIST.	30	10.17	11.37	12.57	341.10	40.0	13	Y	Y	13	Y	Y	16%	69	201	10-15-21-25
U. C. MEDICAL CENTER S.F.	13	9.87	10.85	11.82	141.05	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	0	9.67	10.61	11.54	0.00	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
LAWRENCE BERKELEY LAB.	3	8.19	10.88	13.56	32.64	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
S. F. HOUSING AUTHORITY	85	13.70	13.70	13.70	1164.50	40.0	11	Y	N	13	N	Y	7%	0	0	10-15-20-30
GOLDEN GATE BRIDGE DISTRICT	10	14.09	14.09	14.09	140.90	40.0	11	Y	Y	12	Y	Y	12%	101	250	10-15-21-30

TOTALS 25	1,125	.....	12,279.43
FLAT RATE TOTALS	503	.....	7,861.96
COMBINED TOTAL	1,628		

* WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 10.92 HR. 1900 MO. *
* RATE RANGE 9.83 TO 12.01 HR. 1710 TO 2089 MO. *

* WEIGHTED AVERAGE OF THE FLAT RATES 15.63 TO 15.63 HR. 2719 TO 2719 MO. *

* COMBINED WEIGHTED AVERAGE OF PREVAILING RATE 11.62 TO 13.13 HR. 2021 TO 2284 MO. *

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
3130	ARBORETUM DIRECTOR	Z	55.7	1388-1682	1	55.8	1394-1690	3032-3676	44,109
3310	STABLE ATTENDANT		43.7	785- 947	6	43.8	788- 952	1714-2071	24,847
3320	ANIMAL KEEPER		47.7	947-1147	33	47.8	952-1152	2071-2506	30,067
3321	SENIOR ANIMAL KEEPER		49.7	1042-1261	4	49.8	1047-1267	2277-2756	33,069
3322	ASSISTANT HEAD ANIMAL KEEPER		51.7	1147-1388	1	51.8	1152-1394	2506-3032	36,383
3324	HEAD ANIMAL KEEPER		53.7	1261-1528	1	53.8	1267-1535	2756-3339	40,064
3340	ZOO DIRECTOR	Z	65.7	2252-2737	1	65.8	2264-2752	4924-5986	71,827
3342	ZOOLOGIST	Z	55.2	1355-1642	1	55.3	1362-1650	2962-3589	43,065
3360	CURATOR OF ZOOLOGICAL EXHIBITS	Z	53.8	1267-1535	1	53.9	1273-1543	2769-3356	40,272
3402	FARMER		47.7	947-1147	2	47.8	952-1152	2071-2506	30,067
3417	GARDENER		47.7	947-1147	404	47.8	952-1152	2071-2506	30,067
3418	GARDENER ASSISTANT SUPERVISOR		50.7	1093-1323	32	50.8	1099-1329	2390-2891	34,687
3419	MUNICIPAL STADIUM GROUNDKEEPER		50.7	1093-1323	2	50.8	1099-1329	2390-2891	34,687
3422	PARK SECTION SUPERVISOR		51.7	1147-1388	22	51.8	1152-1394	2506-3032	36,383
3424	INSECTICIDE SPRAY OPERATOR		50.7	1093-1323	5	50.8	1099-1329	2390-2891	34,687
3426	URBAN FORESTER	Z	53.7	1261-1528	1	53.8	1267-1535	2756-3339	40,064
3428	NURSERY SPECIALIST		50.7	1093-1323	8	50.8	1099-1329	2390-2891	34,687
3430	CHIEF NURSERY SPECIALIST	Z	53.7	1261-1528	2	53.8	1267-1535	2756-3339	40,064
3432	ASSISTANT DIRECTOR, ARBORETUM	Z	52.7	1203-1457	1	52.8	1208-1463	2627-3182	38,184
3434	TREE TOPPER		49.7	1042-1261	25	49.8	1047-1267	2277-2756	33,069
3436	TREE TOPPER SUPERVISOR I		53.2	1232-1491	5	53.3	1237-1499	2690-3260	39,124
3438	TREE TOPPER SUPERVISOR II	Z	55.7	1388-1682	1	55.8	1394-1690	3032-3676	44,109
3440	LANDSCAPING AND STREET PLANTING SUPV		56.0	1407-1706	2	56.1	1414-1714	3075-3728	44,735
3462	ASST DIRECTOR, GOLF COURSE MAINTENANCE	Z	52.7	1203-1457	0	52.8	1208-1463	2627-3182	38,184
3464	AREA SUPV, PARKS SQUARES AND FACILITIES	Z	53.7	1261-1528	6	53.8	1267-1535	2756-3339	40,064
3466	ASST SUPT, PARKS SQUARES AND FACILITIES	Z	57.2	1491-1809	3	57.3	1499-1818	3260-3954	47,450
3474	SCHOOL GROUNDS SUPERVISOR		51.7	1147-1388	1	51.8	1152-1394	2506-3032	36,383
7211	CEMENT FINISHER SUPERVISOR II		54.5	1310-1588	1	54.6	1316-1596	2862-3471	41,656
7215	GENERAL LABORER SUPERVISOR I		47.7	947-1147	65	47.8	952-1152	2071-2506	30,067
7220	ASPHALT FINISHER SUPERVISOR I		49.3	1022-1237	6	49.4	1027-1243	2234-2704	32,442
7227	CEMENT FINISHER SUPERVISOR I		51.5	1136-1375	3	51.6	1141-1381	2482-3004	36,044
7246	SEWER REPAIR SUPERVISOR II		57.4	1506-1827	3	57.5	1513-1835	3291-3991	47,894
7251	TRACK MAINTENANCE WORKER SUPERVISOR I		51.5	1136-1375	9	51.6	1141-1381	2482-3004	36,044
7259	WATER AND POWER MAINTENANCE SUPERVISOR I		54.0	1279-1550	2	54.1	1285-1558	2795-3389	40,664
7281	STREET CLEANING SUPERVISOR II		55.6	1381-1674	6	55.7	1388-1682	3019-3658	43,900
7282	STREET REPAIR SUPERVISOR II		55.6	1381-1674	4	55.7	1388-1682	3019-3658	43,900
7283	TRACK MAINTENANCE SUPT, MUNI RAILWAY		53.5	1249-1513	2	53.6	1255-1520	2730-3306	39,672

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * LABORING AND RELATED *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7307	BRICKLAYER	54.7	1323-1603	6	54.8	1329-1611	2891-3504	42,047
7311	CEMENT MASON	50.5	1083-1310	29	50.6	1088-1316	2366-2862	34,348
7327	GRANITE CUTTER	46.7	903-1093	1	46.8	908-1099	1975-2390	28,684
7370	RIGGER	48.9	1003-1214	2	49.0	1008-1220	2192-2654	31,842
7404	ASPHALT FINISHER	47.4	934-1131	16	47.5	938-1136	2040-2471	29,650
7423	CRIBBER ASSISTANT SUPERVISOR	49.8	1047-1267	4	49.9	1052-1273	2288-2769	33,225
7428	HODCARRIER	50.4	1078-1304	9	50.5	1083-1310	2356-2849	34,191
7457	TRAFFIC AND STREET SIGN MAINT WORKER	46.7	903-1093	17	46.8	908-1099	1975-2390	28,684
7458	SWITCH REPAIRER	47.7	947-1147	6	47.8	952-1152	2071-2506	30,067
7502	ASPHALT WORKER	46.7	903-1093	15	46.8	908-1099	1975-2390	28,684
*7514	GENERAL LABORER	45.7	862-1042	229	45.8	866-1047	1884-2277	27,327
7530	STREET CLEANER	43.7	785- 947	124	43.8	788- 952	1714-2071	24,847
7540	TRACK MAINTENANCE WORKER	46.7	903-1093	34	46.8	908-1099	1975-2390	28,684
9916	PUBLIC SERVICE AIDE-PUBLIC WORKS		471- 471	11		473- 473	1029-1029	12,345
9940	PUBLIC WORKS AIDE		5.63 HR	0		5.66 HR		

NUMBER OF CLASSES THIS BENCHMARK..... 52
NUMBER OF POSITIONS THIS BENCHMARK..... 1175

SAE750 8146 DISTRICT ATTORNEY'S INVESTIGATOR.....

1985-86 SALARY SCHEDULE 52.2 APPROX $2553 - $2822 - $3090 MO.
$14.67 - $16.21 - $17.76 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	29	14.68	16.22	17.76		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
STATE OF CALIFORNIA	39	16.43	18.12	19.81	706.68	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	38	14.47	16.25	18.03	617.50	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	6	14.20	15.73	17.26	94.38	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	5	13.50	14.91	16.32	74.55	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	6	14.05	15.81	17.56	94.86	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	30	14.99	16.61	18.23	498.30	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
TOTALS	6	124	.....		2,086.27											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * INVESTIGATIONS AND CODE ENFORCEMENT *
* (OTHER THAN CONSTRUCTION) *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
2580	CORONER'S INVESTIGATOR		52.2	1174-1421	11	53.0	1220-1477	2654-3212	38,550
2806	DISEASE CONTROL INVESTIGATOR	Z	46.4	891-1078	21	47.2	925-1120	2012-2436	29,232
2808	SENIOR DISEASE CONTROL INVESTIGATOR	Z	47.9	956-1158	4	48.7	994-1203	2162-2617	31,398
4230	ESTATE INVESTIGATOR	Z	47.2	925-1120	3	48.0	961-1163	2090-2530	30,354
4231	SENIOR ESTATE INVESTIGATOR	Z	49.2	1018-1232	1	50.0	1057-1279	2299-2782	33,382
6102	RODENT CONTROL TECHNICIAN		44.4	810- 979	8	45.2	842-1018	1831-2214	26,570
6104	SENIOR RODENT CONTROL TECHNICIAN		46.9	912-1104	2	47.7	947-1147	2060-2495	29,937
6120	ENVIRONMENTAL HEALTH INSPECTOR	Z	55.8	1394-1690	26	56.6	1450-1756	3154-3819	45,832
6122	SENIOR ENVIRONMENTAL HEALTH INSPECTOR	Z	57.3	1499-1818	26	58.1	1558-1890	3389-4111	49,329
6124	PRINCIPAL ENVIRONMENTAL HEALTH INSPECTOR	Z	58.8	1611-1955	6	59.6	1674-2033	3641-4422	53,061
6126	DIR, BUR OF ENVIRONMENTAL HEALTH SERV	Z	62.8	1955-2377	1	63.6	2033-2472	4422-5377	64,519
6127	ASST DIR, BUR OF ENVIRON HEALTH SERV	Z	60.8	1773-2156	1	61.6	1844-2242	4011-4876	58,516
6138	INDUSTRIAL HYGIENIST	Z	54.8	1329-1611	1	55.6	1381-1674	3004-3641	43,691
6140	HAZARDOUS MATERIALS PROG MGR	Z	56.3	1429-1731	1	57.1	1484-1800	3228-3915	46,980
6216	SEWER SAFETY INSPECTOR		46.3	887-1073	1	47.1	920-1114	2001-2423	29,075
8124	INVESTIGATOR, OFFICE OF CITIZEN COMPLAIN	Z	52.2	1174-1421	7	53.0	1220-1477	2654-3212	38,550
8126	SR INVEST, OFFICE OF CITIZEN COMP	Z	53.9	1273-1543	2	54.7	1323-1603	2878-3487	41,838
8128	DIRECTOR, OFFICE OF CITIZEN COMPLAINTS	Z	58.7	1603-1946	1	59.5	1666-2023	3624-4400	52,800
8132	DISTRICT ATTORNEY'S INVESTIGATIVE ASST		47.2	925-1120	2	48.0	961-1163	2090-2530	30,354
8139	INDUSTRIAL INJURY INVESTIGATOR, MUNI RWY	Z	48.6	989-1197	0	49.4	1027-1243	2234-2704	32,442
8140	RETIREMENT SYSTEM INVESTIGATOR	Z	48.6	989-1197	3	49.4	1027-1243	2234-2704	32,442
8142	PUBLIC DEFENDER'S INVESTIGATOR	Z	52.2	1174-1421	11	53.0	1220-1477	2654-3212	38,550
8143	SENIOR PUBLIC DEFENDER'S INVESTIGATOR		53.9	1273-1543	2	54.7	1323-1603	2878-3487	41,838
8144	PSYCHIATRIC INVESTIGATOR, DIST ATTORNEY	Z	58.7	1603-1946	1	59.5	1666-2023	3624-4400	52,800
8145	PRINCIPAL PUBLIC DEFENDER'S INVESTIGATOR	Z	56.5	1443-1748	1	57.3	1499-1818	3260-3954	47,450
*8146	DISTRICT ATTORNEY'S INVESTIGATOR	Z	52.2	1174-1421	29	53.0	1220-1477	2654-3212	38,550
8147	SENIOR DISTRICT ATTORNEY'S INVESTIGATOR	Z	53.9	1273-1543	16	54.7	1323-1603	2878-3487	41,838
8148	CHIEF DISTRICT ATTORNEY'S INVESTIGATOR	Z	56.5	1443-1748	1	57.3	1499-1818	3260-3954	47,450
8149	ASST CHIEF DIST ATTORNEY'S INVESTIGATOR	Z	55.2	1355-1642	1	56.0	1407-1706	3060-3711	44,527
8150	CHIEF WELFARE FRAUD INVESTIGATOR	Z	60.0	1706-2074	1	60.8	1773-2156	3856-4689	56,272
8154	CONSUMER MEDIATION REPRESENTATIVE		44.9	830-1003	2	45.7	862-1042	1875-2266	27,196
8157	FAMILY SUPPORT INVESTIGATOR I	Z	46.0	874-1057	26	46.8	908-1099	1975-2390	28,684
8158	FAMILY SUPPORT INVESTIGATOR II	Z	49.1	1013-1226	20	49.9	1052-1273	2288-2769	33,225
8159	FAMILY SUPPORT INVESTIGATOR III	Z	52.7	1203-1457	9	53.5	1249-1513	2717-3291	39,484
8160	ASST CHIEF, FAMILY SUPPORT INVESTIGATOR	Z	55.7	1388-1682	2	56.5	1443-1748	3139-3802	45,623
8161	CHIEF, FAMILY SUPPORT INVESTIGATOR	Z	58.7	1603-1946	1	59.5	1666-2023	3624-4400	52,800
8165	ASSISTANT COMPENSATION CLAIMS SUPERVISOR	Z	55.1	1349-1634	7	55.9	1401-1698	3047-3693	44,318

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * INVESTIGATIONS AND CODE ENFORCEMENT *
* (OTHER THAN CONSTRUCTION) *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
8166	COMPENSATION CLAIMS SUPERVISOR	Z	59.1	1634-1985	1	59.9	1698-2063	3693-4487	53,844
9155	CLAIMS INVESTIGATOR		55.0	1342-1626	16	55.8	1394-1690	3032-3676	44,109
9156	SENIOR CLAIMS INVESTIGATOR		56.1	1414-1714	2	56.9	1470-1782	3197-3876	46,510
9157	CLAIMS ADJUSTER		56.1	1414-1714	5	56.9	1470-1782	3197-3876	46,510
9158	ASSISTANT CLAIMS AGENT	Z	58.3	1573-1909	1	59.1	1634-1985	3554-4317	51,809
9159	GENERAL CLAIMS AGENT	Z	65.2	2199-2672	1	66.0	2287-2779	4974-6044	72,532

NUMBER OF CLASSES THIS BENCHMARK..... 43
NUMBER OF POSITIONS THIS BENCHMARK..... 284

SAE750 8176 TRIAL ATTORNEY - CIVIL AND CRIMINAL.....

1985-86 SALARY SCHEDULE 57.2 APPROX $3242 - $3588 - $3934 MO.
$18.63 - $20.62 - $22.61 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	61	18.64	20.63	22.61		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
PRIVATE BAY AREA	419	20.67	20.93	21.29	8769.67	00.0	0			0			0%	0	0	0- 0- 0- 0
STATE OF CALIFORNIA	2	18.79	20.76	22.72	41.52	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	19	17.86	19.80	21.74	376.20	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
MARIN COUNTY	4	16.93	17.77	18.61	71.08	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	9	16.70	18.79	20.87	169.11	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	9	15.37	17.00	18.63	153.00	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
SANTA CLARA COUNTY	19	15.37	17.00	18.63	323.00	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
SANTA CLARA COUNTY	6	15.67	17.36	19.04	104.16	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF BERKELEY	1	20.28	22.59	24.90	22.59	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
TOTALS 9	488		.....		10,030.33											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8176 TRIAL ATTORNEY - CIVIL AND CRIMINAL..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8174	ATTORNEY-CIVIL AND CRIMINAL.....	Z	53.7	1261-1528	18	53.7	1261-1528	2743-3323	39,881
*8176	TRIAL ATTORNEY - CIVIL AND CRIMINAL....	Z	57.2	1491-1809	61	57.2	1491-1809	3243-3935	47,215
8178	SENIOR ATTORNEY - CIVIL AND CRIMINAL....	Z	60.7	1765-2145	53	60.7	1765-2145	3839-4665	55,985
8180	PRINICIPAL ATTORNEY - CIVIL AND CRIMINAL	Z	64.7	2145-2607	73	64.7	2145-2607	4665-5670	68,043
8181	ASSISTANT CHIEF ATTORNEY I.....	Z	66.7	2365-2874	12	66.7	2365-2874	5144-6251	75,011
8182	HEAD ATTORNEY - CIVIL AND CRIMINAL.....	Z	66.2	2309-2806	37	66.2	2309-2806	5022-6103	73,237
8183	ASSISTANT CHIEF ATTORNEY II (CIVIL AND C	Z	67.2	2424-2946	5	67.2	2424-2946	5272-6408	76,891
8184	CHIEF ATTORNEY II.....	Z	69.4	2700-3282	5	69.4	2700-3282	5873-7138	85,660
8185	DIRECTOR, FAMILY SUPPORT BUREAU.....	Z	67.8	2496-3035	1	67.8	2496-3035	5429-6601	79,214
8186	ATTORNEY FOR THE PUBLIC ADMINISTRATOR...	Z	64.7	2145-2607	1	64.7	2145-2607	4665-5670	68,043
8190	ATTORNEY, TAX COLLECTOR.....	Z	64.7	2145-2607	1	64.7	2145-2607	4665-5670	68,043
8192	CONTROLLER'S LEGAL COUNSEL.....	Z	66.2	2309-2806	1	66.2	2309-2806	5022-6103	73,237
8193	CHIEF ATTORNEY I (CIVIL AND CRIMINAL)...	Z	68.2	2545-3093	1	68.2	2545-3093	5535-6727	80,727

NUMBER OF CLASSES THIS BENCHMARK..... 13
NUMBER OF POSITIONS THIS BENCHMARK..... 269

SAE750 8204 INSTITUTIONAL POLICE OFFICER.....

1985-86 SALARY SCHEDULE 45.2 APPROX $1831 - $2022 - $2214 MO.
$10.52 - $11.62 - $12.72 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	51	10.53	11.63	12.73		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
STATE OF CALIFORNIA	55	11.87	12.75	13.62	701.25	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	15	8.78	9.60	10.42	144.00	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
OAKLAND CITY SCHOOL DIST.	2	7.78	8.61	9.44	17.22	37.5	13	Y	Y	12	Y	Y	12%	71	143	10-15-20-25
U. C. MEDICAL CENTER S.F.	15	12.26	13.51	14.75	202.65	40.0	11	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
U. C. BERKELEY	42	12.26	13.51	14.75	567.42	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
TOTALS 5	129		.....		1,632.54											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8204 INSTITUTIONAL POLICE OFFICER..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
7270	WATERSHED KEEPER SUPERVISOR.....		46.5	895-1083	3	48.4	979-1185	2129-2577	30,929
7426	ELEVATOR OPERATOR.....		37.0	572- 691	4	38.9	625- 755	1359-1642	19,706
7470	WATERSHED KEEPER.....		45.2	842-1018	22	47.1	920-1114	2001-2423	29,075
7542	WATERSHED WORKER (SEASONAL AS NEEDED)...			7.73 HR	0		8.46 HR		
8201	SCHOOL CROSSING GUARD.....			6.15 HR	0		6.73 HR		
8202	SECURITY GUARD.....		39.0	628- 758	44	40.9	688- 830	1496-1805	21,663
8203	SCHOOL PATROL AIDE.....		43.0	758- 916	1	44.9	830-1003	1805-2182	26,178
*8204	INSTITUTIONAL POLICE OFFICER.....		45.2	842-1018	51	47.1	920-1114	2001-2423	29,075
8205	INSTITUTIONAL POLICE SERGEANT.....		47.4	934-1131	9	49.3	1022-1237	2223-2690	32,286
8206	INSTITUTIONAL POLICE CAPTAIN.....		51.4	1131-1368	2	53.3	1237-1499	2690-3260	39,124
8207	BUILDING AND GROUNDS PATROL OFFICER.....		43.0	758- 916	55	44.9	830-1003	1805-2182	26,178
8208	PARK PATROL OFFICER.....		43.0	758- 916	17	44.9	830-1003	1805-2182	26,178
8209	INSTITUTIONAL POLICE LIEUTENANT.....		49.4	1027-1243	1	51.3	1125-1362	2447-2962	35,548
8210	HEAD PARK PATROL OFFICER.....		47.4	934-1131	2	49.3	1022-1237	2223-2690	32,286
8221	SECURITY SERVICES MANAGER, PUC.....	Z	59.1	1634-1985	1	61.0	1791-2178	3895-4737	56,846
8226	MUSEUM GUARD.....		43.0	758- 916	45	44.9	830-1003	1805-2182	26,178
8228	SENIOR MUSEUM GUARD.....		45.2	842-1018	2	47.1	920-1114	2001-2423	29,075
8230	CHIEF MUSEUM GUARD.....		47.4	934-1131	2	49.3	1022-1237	2223-2690	32,286
8272	TECH INSTRUCT ASST, CAMPUS CONTROL.....		40.0	658- 796	1	41.9	721- 870	1568-1892	22,707
8280	ENVIRONMENTAL CONTROL OFFICER.....		44.0	796- 961	8	45.9	870-1052	1892-2288	27,457
8482	CRIME PREVENTION WORKER.....		43.0	758- 916	51	44.9	830-1003	1805-2182	26,178
8484	SUPERVISING CRIME PREVENTION WORKER.....		46.8	908-1099	9	48.7	994-1203	2162-2617	31,398
8488	DIRECTOR, CRIME PREVENTION PROGRAM.....		52.9	1214-1470	1	54.8	1329-1611	2891-3504	42,047
9918	PUBLIC SERVICE AIDE-SECURITY.....			599- 599	0		656- 656	1427-1427	17,122
9980	FIRE SAFETY TECHNICIAN.....			7.16 HR	0		7.84 HR		

NUMBER OF CLASSES THIS BENCHMARK..... 25
NUMBER OF POSITIONS THIS BENCHMARK..... 331

SAE750 8214 PARKING CONTROL OFFICER.....

1985-86 SALARY SCHEDULE 42.0 APPROX $1574 - $1737 - $1900 MO.
$9.05 - $9.98 - $10.92 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	176	9.05	9.99	10.93		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
CONTRA COSTA COUNTY	0	0.00	0.00	0.00	0.00	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
CITY OF BERKELEY	10	8.88	9.18	9.47	91.80	40.0	15	Y	Y	12	Y	N	16%	129	305	10-15-20-25
CITY OF DALY CITY	4	8.65	9.59	10.53	38.36	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF OAKLAND	24	8.53	9.29	10.04	222.96	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
CITY OF SAN JOSE	16	8.38	9.24	10.19	147.84	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
CITY OF SAN MATEO	0	8.38	9.15	9.99	0.00	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
CITY OF SAN MATEO	11	9.19	10.03	10.95	110.33	40.0	12	Y	Y	12	Y	Y	7%	95	95	10-15-20-25
U. C. BERKELEY	7	7.75	8.41	9.06	58.87	40.0	12	Y	Y	12	Y	Y	11%	114	312	15-15-21-24
CITY OF LOS ANGELES	345	9.20	10.31	11.42	3556.95	40.0	13	N	N	12	Y	N	17%	78	240	10-15-18-20
CITY OF SAN DIEGO	54	7.59	8.36	9.12	451.44	40.0	10	Y	Y	0	Y	N	9%	104	104	17-22-27-27
TOTALS 10	471	.....			4,678.55											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8214 PARKING CONTROL OFFICER *

		1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
7454	TRAFFIC SIGNAL OPERATOR	39.0	628- 758	3	39.0	628- 758	1366-1649	19,784
8213	POLICE SERVICES AIDE	47.6	943-1141	27	47.6	943-1141	2051-2482	29,780
*8214	PARKING CONTROL OFFICER	42.0	724- 874	176	42.0	724- 874	1575-1901	22,811
8274	POLICE CADET		598- 598	5		598- 598	1301-1301	15,608

NUMBER OF CLASSES THIS BENCHMARK..... 4
NUMBER OF POSITIONS THIS BENCHMARK..... 211

SAE750 8238 POLICE COMMUNICATIONS DISPATCHER.....

1985-86 SALARY SCHEDULE 44.2 APPROX $1746 - $1928 - $2109 MO.
$10.03 - $11.08 - $12.12 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	101	10.04	11.09	12.13		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
ALAMEDA COUNTY	48	9.94	10.95	11.95	525.60	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	44	9.56	10.59	11.62	465.96	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	12	9.58	10.56	11.53	126.72	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SANTA CLARA COUNTY	48	10.63	11.74	12.84	563.52	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
SANTA CLARA COUNTY	47	11.84	13.08	14.31	614.76	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF DALY CITY	13	10.58	11.73	12.88	152.49	40.0	13	Y	Y	12	Y	N	13%	72	195	10-15-20-25
CITY OF OAKLAND	45	10.49	11.04	11.58	496.80	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
TOTALS 7	257	.....			2,945.85											

WEIGHTED AVERAGE OF THE MIDPOINTS AND MEDIAN 11.46 HR. 1994 MO.
RATE RANGE 10.31 TO 12.61 HR. 1793 TO 2194 MO.

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8238 POLICE COMMUNICATIONS DISPATCHER..... *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1706	TELEPHONE OPERATOR.....		37.4	583- 704	19	38.2	605- 731	1316-1590	19,079
1708	SENIOR TELEPHONE OPERATOR.....		39.4	641- 773	44	40.2	664- 803	1444-1747	20,958
1710	CHIEF TELEPHONE OPERATOR.....		42.4	738- 891	3	43.2	766- 925	1666-2012	24,143
8234	FIRE ALARM DISPATCHER.....		47.3	929-1125	5	48.1	966-1169	2101-2543	30,511
8236	CHIEF FIRE ALARM DISPATCHER.....		50.8	1099-1329	0	51.6	1141-1381	2482-3004	36,044
*8238	POLICE COMMUNICATIONS DISPATCHER.....		44.2	803- 970	101	45.0	834-1008	1814-2192	26,309
8239	SENIOR POLICE COMMUNICATIONS DISPATCHER		47.2	925-1120	2	48.0	961-1163	2090-2530	30,354
9202	AIRPORT COMMUNICATIONS OPERATOR.....		43.2	766- 925	23	44.0	796- 961	1731-2090	25,082
9203	SENIOR AIRPORT COMMUNICATIONS OPERATION.		45.2	842-1018	8	46.0	874-1057	1901-2299	27,588
9204	AIRPORT COMMUNICATIONS SUPERVISOR.....		49.9	1052-1273	1	50.7	1093-1323	2377-2878	34,530
9205	AIRPORT COMMUNICATIONS COORDINATOR.....	Z	53.9	1273-1543	1	54.7	1323-1603	2878-3487	41,838

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 207

SAE750 8260 CRIMINALIST.....

1985-86 SALARY SCHEDULE 53.8 APPROX $2755 - $3047 - $3338 MO.
$15.83 - $17.51 - $19.18 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	7	15.84	17.52	19.19		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
ALAMEDA COUNTY	2	15.44	17.00	18.55	34.00	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
ALAMEDA COUNTY	7	16.93	18.67	20.40	130.69	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	0	13.28	14.71	16.14	0.00	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
CONTRA COSTA COUNTY	10	15.37	17.03	18.68	170.30	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
SAN MATEO COUNTY	3	15.58	17.53	19.47	52.59	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	0	14.24	15.74	17.24	0.00	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
SANTA CLARA COUNTY	5	16.44	18.17	19.89	90.85	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
CITY OF OAKLAND	5	18.02	18.98	19.93	94.90	37.5	14	Y	Y	12	Y	N	18%	69	201	10-15-18-25
TOTALS 8	32		.....		573.33											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8260 CRIMINALIST *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8249	FINGERPRINT TECHNICIAN I.....		43.6	781-943	0	44.1	800-966	1740-2101	25,213
8250	FINGERPRINT TECHNICIAN II.....		45.0	834-1008	26	45.5	854-1032	1857-2245	26,935
8251	FINGERPRINT TECHNICIAN III.....		46.5	895-1083	6	47.0	916-1109	1992-2412	28,945
*8260	CRIMINALIST.....	Z	53.8	1267-1535	7	54.3	1298-1573	2823-3421	41,055
8262	SENIOR CRIMINALIST.....	Z	58.8	1611-1955	2	59.3	1650-2004	3589-4359	52,304

NUMBER OF CLASSES THIS BENCHMARK..... 5
NUMBER OF POSITIONS THIS BENCHMARK..... 41

SAE750 8304 DEPUTY SHERIFF.....

1985-86 SALARY SCHEDULE 48.7 APPROX $2161 - $2389 - $2616 MO.
$12.42 - $13.73 - $15.03 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	242	12.43	13.74	15.04		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
ALAMEDA COUNTY	586	12.26	13.58	14.89	7957.88	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	306	12.27	13.59	14.91	4158.54	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	70	11.83	13.10	14.36	917.00	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	233	12.29	13.83	15.36	3222.39	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	315	12.95	14.34	15.74	4517.10	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
SANTA CLARA COUNTY	306	13.60	15.07	16.53	4611.42	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
TOTALS 6	1,816		.....		25,384.33											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8304 DEPUTY SHERIFF *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
8217	STATION OFFICER		48.7	994-1203	4	49.1	1013-1226	2203-2667	31,999
8222	HOUSING AUTHORITY POLICE OFFICER		48.1	966-1169	20	48.5	984-1191	2140-2590	31,085
8223	HOUSING AUTHORITY POLICE SERGEANT		52.1	1169-1414	4	52.5	1191-1443	2590-3139	37,662
8224	HOUSING AUTHORITY POLICE LIEUTENANT		56.1	1414-1714	1	56.5	1443-1748	3139-3802	45,623
8301	SHERIFF'S PROPERTY KEEPER		43.4	773- 934	0	43.8	788- 952	1714-2071	24,847
8303	SHERIFF'S CIVIL PROCESS ASSISTANT		44.4	810- 979	1	44.8	826- 998	1797-2171	26,048
*8304	DEPUTY SHERIFF		48.7	994-1203	242	49.1	1013-1226	2203-2667	31,999
8306	SENIOR DEPUTY SHERIFF		50.8	1099-1329	82	51.2	1120-1355	2436-2947	35,366
8308	SHERIFF'S SERGEANT		52.8	1208-1463	27	53.2	1232-1491	2680-3243	38,915
8310	SHERIFF'S LIEUTENANT		55.6	1381-1674	15	56.0	1407-1706	3060-3711	44,527
8312	SHERIFF'S CAPTAIN	Z	58.4	1580-1918	4	58.8	1611-1955	3504-4252	51,026
8314	CHIEF DEPUTY SHERIFF	Z	60.4	1740-2115	3	60.8	1773-2156	3856-4689	56,272
8315	ASSISTANT SHERIFF		62.4	1918-2332	1	62.8	1955-2377	4252-5170	62,040
9210	AIRPORT POLICE OFFICER		49.7	1042-1261	121	50.1	1062-1285	2310-2795	33,539
9211	AIRPORT POLICE SERGEANT		52.8	1208-1463	20	53.2	1232-1491	2680-3243	38,915
9215	AIRPORT POLICE LIEUTENANT		55.6	1381-1674	8	56.0	1407-1706	3060-3711	44,527
9216	AIRPORT POLICE CAPTAIN		58.4	1580-1918	2	58.8	1611-1955	3504-4252	51,026
9218	CHIEF, BUREAU OF AIRPORT SECURITY	Z		2260-2260	1		2305-2305	5013-5013	60,161
9350	HARBOR POLICE OFFICER		49.7	1042-1261	2	50.1	1062-1285	2310-2795	33,539

NUMBER OF CLASSES THIS BENCHMARK..... 19
NUMBER OF POSITIONS THIS BENCHMARK..... 558

SAE750 8320 COUNSELOR-JUVENILE HALL.....

1985-86 SALARY SCHEDULE 43.9 APPROX $1722 - $1900 - $2079 MO.
$9.90 - $10.92 - $11.95 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	51	9.90	10.93	11.95		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
STATE OF CALIFORNIA	0	12.15	13.39	14.63	0.00	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
ALAMEDA COUNTY	74	9.57	10.60	11.63	784.40	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	7	9.68	10.73	11.77	75.11	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
CONTRA COSTA COUNTY	59	10.88	12.05	13.22	710.95	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	5	11.21	12.42	13.63	62.10	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	17	10.03	11.29	12.54	191.93	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	22	10.76	11.92	13.08	262.24	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
SANTA CLARA COUNTY	62	11.86	13.14	14.42	814.68	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
TOTALS 8	246		.....		2,901.41											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8320 COUNSELOR-JUVENILE HALL..... *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	BUD POS	1986-87 SCHEDULE NUMBER	1986-87 BI-WEEKLY SALARY	1986-87 APPROX. MO. SALARY	1986-87 APPROX. MAX. ANNUAL EQUIV.
8316	ASSISTANT COUNSELOR.....		38.6	617- 745	19	40.3	668- 807	1453-1755	21,063
8318	COUNSELOR II.....		45.9	870-1052	9	47.6	943-1141	2051-2482	29,780
*8320	COUNSELOR-JUVENILE HALL.....		43.9	792- 956	51	45.6	858-1037	1866-2255	27,066
8321	COUNSELOR-BOYS' RANCH SCHOOL.....		45.4	850-1027	14	47.1	920-1114	2001-2423	29,075
8322	SENIOR COUNSELOR-JUVENILE HALL.....		47.9	956-1158	9	49.6	1037-1255	2255-2730	32,756
8323	SENIOR COUNSELOR - BOYS' RANCH SCHOOL...		48.2	970-1174	1	49.9	1052-1273	2288-2769	33,225
8324	SUPERVISING COUNSELOR, (JUVENILE COURT).		50.2	1067-1291	5	51.9	1158-1401	2519-3047	36,566
8326	ASSISTANT DIRECTOR, BOYS'S RANCH SCHOOL.	Z	51.9	1158-1401	2	53.6	1255-1520	2730-3306	39,672
8330	DIRECTOR, BOYS' RANCH SCHOOL.....	Z	54.1	1285-1558	1	55.8	1394-1690	3032-3676	44,109
8340	ASSISTANT DIRECTOR, JUVENILE HALL.....	Z	51.9	1158-1401	1	53.6	1255-1520	2730-3306	39,672
8344	DIRECTOR OF JUVENILE HALL.....	Z	57.1	1484-1800	1	58.8	1611-1955	3504-4252	51,026

NUMBER OF CLASSES THIS BENCHMARK..... 11
NUMBER OF POSITIONS THIS BENCHMARK..... 113

SAE750 8440 PROBATION OFFICER.....

1985-86 SALARY SCHEDULE 49.3 APPROX $2222 - $2456 - $2690 MO.
$12.77 - $14.11 - $15.46 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	89	12.78	14.12	15.46		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
STATE OF CALIFORNIA	99	14.63	16.13	17.63	1596.87	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
STATE OF CALIFORNIA	26	14.63	16.13	17.63	419.38	40.0	12	Y	Y	12	Y	Y	17%	85	211	11-15-20-21
U. S. GOVERNMENT	10	10.48	12.06	13.63	120.60	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	6	12.68	14.59	16.49	87.54	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
U. S. GOVERNMENT	20	15.20	17.48	19.76	349.60	40.0	10	Y	Y	13	Y	N	7%	65	110	13-20-26-26
ALAMEDA COUNTY	173	11.44	12.70	13.96	2197.10	37.5	14	N	N	13	Y	Y	11%	70	202	10-15-20-20
CONTRA COSTA COUNTY	8	11.27	12.49	13.70	99.92	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
CONTRA COSTA COUNTY	109	12.13	13.44	14.74	1464.96	40.0	12	Y	Y	12	Y	Y	7%	71	160	15-15-20-35
MARIN COUNTY	29	11.21	12.42	13.63	360.18	40.0	15	Y	N	12	Y	N	12%	76	176	10-15-20-25
SAN MATEO COUNTY	4	12.45	14.01	15.56	56.04	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SAN MATEO COUNTY	118	13.17	14.82	16.46	1748.76	40.0	12	Y	Y	12	Y	Y	15%	98	196	13-16-21-24
SANTA CLARA COUNTY	17	12.45	13.80	15.14	234.60	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
SANTA CLARA COUNTY	185	13.73	15.21	16.69	2813.85	40.0	12	Y	N	12	Y	Y	17%	162	186	12-16-20-22
TOTALS 13	804		.....		11,549.40											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 8440 PROBATION OFFICER..... *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
8407	TRAFFIC HEARING OFFICER, JUVENILE COURT.	Z	55.3	1362-1650	1	55.7	1388-1682	3019-3658	43,900
8414	SUPV PROBATION OFFICER, JUVENILE COURT..	Z	53.3	1237-1499	10	53.7	1261-1528	2743-3323	39,881
8419	PRISONER SERVICES COUNSELOR.....		49.8	1047-1267	17	50.2	1067-1291	2321-2808	33,695
8420	REHABILITATION SERVICES COORDINATOR.....	Z	51.8	1152-1394	2	52.2	1174-1421	2553-3091	37,088
8422	ASSISTANT NEIGHBORHOOD COORDINATOR.....	Z	42.5	742- 895	0	42.9	755- 912	1642-1984	23,803
8423	NEIGHBORHOOD COORDINATOR.....	Z	46.5	895-1083	0	46.9	912-1104	1984-2401	28,814
8424	SENIOR NEIGHBORHOOD COORDINATOR.....	Z	51.3	1125-1362	0	51.7	1147-1388	2495-3019	36,227
8425	PROJECT COORDINATOR, SAFE.....	Z	53.3	1237-1499	0	53.7	1261-1528	2743-3323	39,881
8434	SUPERVISING ADULT PROBATION OFFICER.....	Z	53.3	1237-1499	8	53.7	1261-1528	2743-3323	39,881
*8440	PROBATION OFFICER.....		49.3	1022-1237	89	49.7	1042-1261	2266-2743	32,912
8442	SENIOR PROBATION OFFICER.....		51.3	1125-1362	53	51.7	1147-1388	2495-3019	36,227
8446	COURT ALTERNATIVE SPECIALIST I.....		46.3	887-1073	3	46.7	903-1093	1964-2377	28,527
8448	COURT ALTERNATIVE SPECIALIST II.....		50.3	1073-1298	2	50.7	1093-1323	2377-2878	34,530
8450	CRIMINAL JUSTICE SPECIALIST I.....	Z	46.5	895-1083	1	46.9	912-1104	1984-2401	28,814
8452	CRIMINAL JUSTICE SPECIALIST II.....	Z	52.9	1214-1470	7	53.3	1237-1499	2690-3260	39,124
8454	CRIMINAL JUSTICE SPECIALIST III.....	Z	56.2	1421-1723	2	56.6	1450-1756	3154-3819	45,832
8464	ASST SECRETARY, COUNTY PAROLE COMM.....		46.5	895-1083	1	46.9	912-1104	1984-2401	28,814
8470	EXEC DIRECTOR, COUNTY PAROLE COMM.....	Z	59.1	1634-1985	1	59.5	1666-2023	3624-4400	52,800

NUMBER OF CLASSES THIS BENCHMARK..... 18
NUMBER OF POSITIONS THIS BENCHMARK..... 197

SAE750 9220 AIRPORT OPERATIONS SUPERVISOR.....

1985-86 SALARY SCHEDULE 54.8 APPROX $2890 - $3197 - $3503 MO.
$16.61 - $18.37 - $20.13 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC	RETIR CONTR	HEALTH MO EMPL	HEALTH FAMILY	VAC 1YR-5-15-MAX
CITY & COUNTY SAN FRANCISCO	9	16.61	18.38	20.14		40.0	14	N	N	13	N	Y	18%	84	84	10-15-20-20
CITY OF SAN JOSE	4	16.03	17.76	19.49	71.04	40.0	12	Y	Y	12	Y	N	15%	71	193	10-15-20-20
ORANGE COUNTY	1	16.81	19.43	22.04	19.43	40.0	11	Y	Y	12	Y	N	14%	131	215	10-15-20-20
CITY OF LOS ANGELES	0	14.82	16.62	18.41	0.00	40.0	13	N	N	12	Y	N	17%	78	240	10-15-18-20
CITY OF LOS ANGELES	14	16.60	18.62	20.63	260.68	40.0	13	N	N	12	Y	N	17%	78	240	10-15-18-20
TOTALS	4	19	.....		351.15											

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * 9220 AIRPORT OPERATIONS SUPERVISOR..... *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
5267	ASST AIRPORT NOISE ABATEMENT OFFICER....	Z	56.6	1450-1756	1	56.8	1463-1773	3182-3856	46,275
5285	AIRPORT NOISE ABATEMENT OFFICER.....	Z	59.0	1626-1975	1	59.2	1642-1994	3571-4337	52,043
9212	AIRFIELD SAFETY OFFICER.....		50.1	1062-1285	18	50.3	1073-1298	2334-2823	33,878
9213	SENIOR AIRFIELD SAFETY OFFICER.....		52.1	1169-1414	9	52.3	1180-1429	2567-3108	37,297
*9220	AIRPORT OPERATIONS SUPERVISOR.....		54.8	1329-1611	9	55.0	1342-1626	2919-3537	42,439
9222	AIRPORT OPERATIONS COORDINATOR.....	Z	57.3	1499-1818	6	57.5	1513-1835	3291-3991	47,894
9226	AIRPORT OPERATIONS SUPERINTENDENT.....	Z	59.8	1690-2053	2	60.0	1706-2074	3711-4511	54,131
9248	AIRPORT FACILITIES SERVICES MANAGER.....	Z	55.6	1381-1674	0	55.8	1394-1690	3032-3676	44,109
9250	AIRPORT MAINTENANCE SUPERVISOR.....	Z	55.6	1381-1674	2	55.8	1394-1690	3032-3676	44,109
9252	AIRPORT MAINTENANCE SUPERINTENDENT.....	Z	59.8	1690-2053	1	60.0	1706-2074	3711-4511	54,131
9253	DIRECTOR, BUREAU OF COMMUNITY AFFAIRS...	Z	62.5	1927-2342	1	62.7	1946-2365	4233-5144	61,727
9255	AIRPORT ECONOMIC PLANNER.....	Z	59.0	1626-1975	2	59.2	1642-1994	3571-4337	52,043
9256	AIRPORT ASST GEN MGR, OPERATIONS & MAINT	Z	62.5	1927-2342	2	62.7	1946-2365	4233-5144	61,727
9258	AIRPORT ASST DEPUTY DIRECTOR, BUS ADMIN.	Z	62.5	1927-2342	1	62.7	1946-2365	4233-5144	61,727
9260	AIRPORT ASST GEN MGR, PLANNING AND DEVEL	Z	62.5	1927-2342	1	62.7	1946-2365	4233-5144	61,727
9261	TERMINAL CONSTRUCTION PROG ADMINISTRATOR	Z	68.1	2533-3080	1	68.3	2557-3108	5561-6760	81,119

NUMBER OF CLASSES THIS BENCHMARK..... 16
NUMBER OF POSITIONS THIS BENCHMARK..... 57

SAE750 9998 MULTIPLE BENCHMARK CLASSES .....

1985-86 SALARY SCHEDULE 0.0 APPROX $0 - $0 - $0 MO.
$0.00 - $0.00 - $0.00 HR.

JURISDICTION	NUM OF POS	SALARY RANGE MIN	MID	MAX	TOT SAL MID	FRINGE BENEFITS ..... WORK WEEK	HOL DAY	LIFE INS	DIS INS	SICK DAYS	DEN TAL	SOC SEC CONTR	RETIR EMPL	MO FAMILY	HEALTH VAC 1YR-5-15-MAX
TOTALS	0	0	.....		.00										

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1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS *

			SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1102	PARKING AUTHORITY ASSISTANT DIRECTOR....	Z	54.8	1329-1611	1	55.5	1375-1666	2991-3624	43,483
1104	PARKING AUTHORITY DIRECTOR.....	Z	58.6	1596-1936	1	59.3	1650-2004	3589-4359	52,304
1105	EXEC DIR , RENT ARBITRATION BOARD.....	Z	61.1	1800-2188	1	61.8	1862-2264	4050-4924	59,090
1107	DEPUTY DIR, RENT ARBITRATION BOARD.....	Z	57.1	1484-1800	1	57.8	1535-1862	3339-4050	48,598
1108	EXEC DIRECTOR, HEALTH SERVICE SYSTEM....	Z	62.8	1955-2377	1	63.5	2023-2459	4400-5348	64,180
1112	RETIREMENT SYSTEM GENERAL MANAGER.....	Z	66.0	2287-2779	1	66.7	2365-2874	5144-6251	75,011
1126	PUBLIC ADMINISTRATOR.....	Z	61.0	1791-2178	1	61.7	1853-2252	4030-4898	58,777
1128	REGISTRAR OF VOTERS.....	Z	61.1	1800-2188	1	61.8	1862-2264	4050-4924	59,090
1129	CHIEF DEPUTY REGISTRAR OF VOTERS.....	Z	54.0	1279-1550	1	54.7	1323-1603	2878-3487	41,838
1131	ASST PUB ADMINISTRATOR, PUBLIC GUARDIAN.	Z	53.3	1237-1499	2	54.0	1279-1550	2782-3371	40,455
1132	RECORDER.....	Z	61.1	1800-2188	1	61.8	1862-2264	4050-4924	59,090
1133	CHIEF DEPUTY RECORDER.....	Z	54.0	1279-1550	1	54.7	1323-1603	2878-3487	41,838
1136	ASSISTANT COUNTY CLERK.....	Z	56.5	1443-1748	1	57.2	1491-1809	3243-3935	47,215
1140	DEPUTY CLERK OF THE BOARD OF SUPERVISORS	Z	58.7	1603-1946	2	59.4	1658-2014	3606-4380	52,565
1142	COUNTY CLERK.....	Z	62.2	1899-2309	1	62.9	1965-2388	4274-5194	62,327
1144	CHIEF ASST CLERK, BOARD OF SUPERVISORS..	Z	62.4	1918-2332	1	63.1	1985-2412	4317-5246	62,953
1146	CLERK OF THE BD, LEGIS ADM AND CITY CLK.	Z	68.1	2533-3080	1	68.8	2621-3187	5701-6932	83,181
1150	GENERAL MANAGER, DEPT OF ELECTRICITY....	Z	63.8	2053-2496	1	64.5	2124-2582	4620-5616	67,390
1160	ASST DIRECTOR OF PURCHASING AND SERVICES	Z	62.9	1965-2388	2	63.6	2033-2472	4422-5377	64,519
1162	DIRECTOR OF PURCHASING AND SERVICES.....	Z	66.4	2332-2835	1	67.1	2412-2933	5246-6379	76,551
1168	DIRECTOR OF HEALTH.....	Z	72.0	3064-3724	1	72.7	3169-3851	6893-8376	100,511
1172	GENERAL MANAGER OF PUBLIC UTILITIES COMM	Z	72.0	3064-3724	1	72.7	3169-3851	6893-8376	100,511
1180	EXEC ASST TO THE CHIEF ADMIN OFFICER....	Z	64.7	2145-2607	1	65.4	2221-2700	4831-5873	70,470
1182	CHIEF ADMINISTRATIVE OFFICER.....	Z	72.5	3138-3815	1	73.2	3248-3948	7064-8587	103,043
1190	MAYOR.....	Z		3862-3862	1		3997-3997	8693-8693	104,322
1288	ASSISTANT GENERAL MANAGER, PERSONNEL....	Z	63.8	2053-2496	0	64.5	2124-2582	4620-5616	67,390
1292	GENERAL MANAGER, PERSONNEL.....	Z	67.1	2412-2933	1	67.8	2496-3035	5429-6601	79,214
1565	ASSISTANT DIRECTOR, ART COMMISSION.....	Z	53.7	1261-1528	1	54.4	1304-1580	2836-3437	41,238
1575	EXECUTIVE DIRECTOR, BD OF PERMIT APPEALS	Z	62.0	1881-2287	1	62.7	1946-2365	4233-5144	61,727
1580	EXECUTIVE DEPUTY, MAYOR'S OFFICE.....	Z	67.4	2449-2977	1	68.1	2533-3080	5509-6699	80,388
1677	ASST GEN MGR, FINANCE, BUR FIN MGT, PUC.	Z		3060-3060	1		3167-3167	6888-6888	82,659
1680	CHIEF ASSISTANT CONTROLLER.....	Z	69.8	2752-3346	1	70.5	2847-3460	6192-7526	90,306
1682	CONTROLLER.....	Z		3674-3674	1		3751-3751	8158-8158	97,901
1838	ADMIN ASST TO EXEC DIRECTOR, HEALTH SERV	Z	56.9	1470-1782	1	57.6	1520-1844	3306-4011	48,128
1841	RATE ADMINISTRATOR.....	Z	59.7	1682-2043	1	60.4	1740-2115	3785-4600	55,202
1881	ASST DIRECTOR, SYSTEMS AND DATA PROCESS.	Z	65.7	2252-2737	3	66.4	2332-2835	5072-6166	73,994
1882	DIRECTOR, SYSTEMS AND DATA PROCESSING...	Z	70.2	2806-3410	1	70.9	2902-3527	6312-7671	92,055

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
1887	MGR, BUREAU OF CLAIMS & CONTRACTS, PUC..	Z	66.0	2287-2779	1	66.7	2365-2874	5144-6251	75,011
1890	MANAGER, DATA PROCESSING, SFUSD.....	Z	63.5	2023-2459	1	64.2	2094-2545	4554-5535	66,425
1895	ASST GEN MGR, ADMIN, BUR OF ADMIN, PUC..	Z		2874-2874	0		2975-2975	6471-6471	77,648
1898	EXEC DEPUTY FOR PROGRAM AND FISCAL ADM..	Z	67.4	2449-2977	1	68.1	2533-3080	5509-6699	80,388
2143	HOSPITAL ASSISTANT ADMINISTRATOR.....	Z	61.2	1809-2199	11	61.9	1871-2274	4069-4946	59,351
2145	HOSPITAL ASSOCIATE ADMINISTRATOR.....	Z	65.4	2221-2700	4	66.1	2297-2793	4996-6075	72,897
2148	SENIOR HOSPITAL ASSOCIATE ADMINISTRATOR.	Z	68.3	2557-3108	1	69.0	2647-3217	5757-6997	83,964
2171	MEDICAL DIRECTOR, LAGUNA HONDA HOSPITAL.	Z	68.4	2571-3126	1	69.1	2660-3234	5786-7034	84,407
2182	ADMINISTRATOR, LAGUNA HONDA HOSPITAL....	Z	66.7	2365-2874	1	67.4	2449-2977	5327-6475	77,700
2581	ADMINISTRATIVE CORONER.....	Z	59.5	1666-2023	1	60.2	1723-2094	3748-4554	54,653
2584	CHIEF MEDICAL EXAMINER - CORONER.....	Z	69.7	2737-3327	1	70.4	2835-3446	6166-7495	89,941
2821	DIRECTOR OF HEALTH PROGRAM PLANNING....	Z	62.3	1909-2319	1	63.0	1975-2401	4296-5222	62,666
2885	DEPUTY DIRECTOR OF ADULT SERVICES, CMHS.	Z	68.4	2571-3126	2	69.1	2660-3234	5786-7034	84,407
2892	DEPUTY DIRECTOR FOR INSTITUTIONS, DPH...	Z	68.6	2596-3155	1	69.3	2685-3263	5840-7097	85,164
2893	DEPUTY DIRECTOR OF ADMINISTRATION.....	Z	62.5	1927-2342	0	63.2	1994-2424	4337-5272	63,266
2894	PROGRAM CHIEF, COMMUNITY PUBLIC HEALTH..	Z	68.9	2632-3199	1	69.6	2726-3313	5929-7206	86,469
2895	DEPUTY DIRECTOR FOR MENTAL HEALTH PROG..	Z	69.4	2700-3282	1	70.1	2793-3396	6075-7386	88,636
2896	DEPUTY DIRECTOR FOR COMM HEALTH PROG....	Z	69.4	2700-3282	1	70.1	2793-3396	6075-7386	88,636
2897	DEPUTY DIR FOR PROG PLAN DEV, RES, EVAL.	Z	69.1	2660-3234	1	69.8	2752-3346	5986-7278	87,331
2969	ASST DIRECTOR, SOC SERVICES PROGRAMS....	Z	60.0	1706-2074	8	60.7	1765-2145	3839-4665	55,985
2970	DIRECTOR, ADMIN SERV, DEPT OF SOC SERV..	Z	60.0	1706-2074	1	60.7	1765-2145	3839-4665	55,985
2973	ASST GENERAL MANAGER, DEPT OF SOC SERV..	Z	65.6	2242-2726	2	66.3	2319-2819	5044-6131	73,576
2974	GENERAL MANAGER, DEPT OF SOC SERVICES...	Z	69.8	2752-3346	1	70.5	2847-3460	6192-7526	90,306
2985	DEPUTY DIR,COMMISSION ON AGING.....	Z	57.9	1543-1871	1	58.6	1596-1936	3471-4211	50,530
2986	DIRECTOR, HUMAN RIGHTS COMMISSION.....	Z	63.1	1985-2412	1	63.8	2053-2496	4465-5429	65,146
2988	DIRECTOR, AGING PROGRAM.....	Z	61.3	1818-2209	1	62.0	1881-2287	4091-4974	59,691
3138	ASSISTANT GENERAL MGR FOR ADMIN.....	Z	63.3	2004-2435	1	64.0	2074-2521	4511-5483	65,798
3140	GENERAL MANAGER, REC-PARK DEPT.....	Z	67.4	2449-2977	1	68.1	2533-3080	5509-6699	80,388
3294	RECREATION SUPERINTENDENT.....	Z	63.3	2004-2435	1	64.0	2074-2521	4511-5483	65,798
3350	PARKS SUPERINTENDENT.....	Z	63.3	2004-2435	1	64.0	2074-2521	4511-5483	65,798
3453	ASST AGRIC COMM-SEALER OF WGHTS-MEAS....	Z	51.1	1114-1349	1	51.8	1152-1394	2506-3032	36,383
3456	CO AGRI COMMSR AND SEALER OF WEIGHTS-MEA	Z	61.7	1853-2252	1	62.4	1918-2332	4172-5072	60,865
3562	DIRECTOR, CULTURAL AFFAIRS.....	Z	58.8	1611-1955	1	59.5	1666-2023	3624-4400	52,800
3570	DIRECTOR AND CHIEF CURATOR, MUSEUMS....	Z	67.1	2417-2933	1	67.8	2496-3035	5429-6601	79,214
3585	DEP DIR FOR EDUC AND EXHIBIT, MUSEUMS...	Z	61.3	1818-2209	1	62.0	1881-2287	4091-4974	59,691
3587	DEP DIR FOR ADMIN AND DEVELOP, MUSEUMS..	Z	61.3	1818-2209	1	62.0	1881-2287	4091-4974	59,691
3668	ASSISTANT CITY LIBRARIAN.....	Z	60.3	1731-2104	0	61.0	1791-2178	3895-4737	56,846

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS *

			1985-86 SCHEDULE NUMBER	1985-86 BI-WEEKLY SALARY	1985-86 BUD POS	1986-87 RECOMMENDED RATES SCHEDULE NUMBER	1986-87 RECOMMENDED RATES BI-WEEKLY SALARY	1986-87 RECOMMENDED RATES APPROX. MO. SALARY	1986-87 RECOMMENDED RATES APPROX. MAX. ANNUAL EQUIV.
3670	CITY LIBRARIAN	Z	66.7	2365-2874	1	67.4	2449-2977	5327-6475	77,700
4120	ASST MANAGING DIR, WAR MEM, PERFORM ARTS	Z	60.7	1765-2145	1	61.4	1827-2221	3974-4831	57,968
4124	MANAGING DIR,WAR MEM,PERFORM ARTS CTR...	Z	67.7	2483-3018	1	68.4	2571-3126	5592-6799	81,589
4144	ASSISTANT DIRECTOR OF PROPERTY	Z	62.5	1927-2342	1	63.2	1994-2424	4337-5272	63,266
4150	DIRECTOR OF PROPERTY	Z	66.8	2377-2890	1	67.5	2459-2989	5348-6501	78,013
4282	CHIEF ASSISTANT ASSESSOR	Z	64.1	2084-2533	1	64.8	2156-2621	4689-5701	68,408
4290	ASSESSOR	Z		3115-3115	1		3224-3224	7012-7012	84,146
4373	DEPUTY TAX ADMINISTRATOR	Z	65.7	2252-2737	1	66.4	2332-2835	5072-6166	73,994
4374	TAX ADMINISTRATOR	Z	66.7	2365-2874	1	67.4	2449-2977	5327-6475	77,700
4384	CHIEF ASSISTANT TREASURER	Z	62.4	1918-2332	1	63.1	1985-2412	4317-5246	62,953
4390	TREASURER	Z		3018-3018	1		3124-3124	6795-6795	81,536
5102	PUBLIC BLDGS MAINT AND REPAIR ASST SUPT.	Z	61.3	1818-2209	3	62.0	1881-2287	4091-4974	59,691
5104	PUBLIC BLDGS MAINT AND REPAIR SUPT	Z	62.3	1909-2319	2	63.0	1975-2401	4296-5222	62,666
5115	DEPUTY DIRECTOR OF PLANNING	Z	65.4	2221-2700	1	66.1	2297-2793	4996-6075	72,897
5116	DIRECTOR OF PLANNING	Z	69.4	2700-3282	1	70.1	2793-3396	6075-7386	88,636
5122	ASSISTANT CITY ARCHITECT	Z	64.6	2135-2596	1	65.3	2209-2685	4805-5840	70,079
5124	CITY ARCHITECT	Z	66.6	2354-2862	1	67.3	2435-2960	5296-6438	77,256
5132	MANAGER, BUR OF WATER POLLUTION CONTROL	Z	66.2	2309-2806	1	66.9	2388-2902	5194-6312	75,742
5134	DEP MGR, BUR OF WATER POLLUTION CONTROL	Z	64.2	2094-2545	1	64.9	2166-2632	4711-5725	68,695
5165	DEP GEN MGR, OPER & MAINT, WATER DEPT	Z	65.9	2274-2764	1	66.6	2354-2862	5120-6225	74,698
5166	WATER DEPT GEN MANAGER & CHIEF ENGINEER	Z	70.1	2793-3396	1	70.8	2890-3513	6286-7641	91,689
5170	STREET CLEANING AND PLANTING SUPT	Z	61.6	1844-2242	1	62.3	1909-2319	4152-5044	60,526
5171	STREET REPAIR ASSISTANT SUPERINTENDENT	Z	59.6	1674-2033	1	60.3	1731-2104	3765-4576	54,914
5172	STREET REPAIR SUPERINTENDENT	Z	61.6	1844-2242	0	62.3	1909-2319	4152-5044	60,526
5173	STREET CLEANING & PLANTING ASST SUPT	Z	59.6	1674-2033	3	60.3	1731-2104	3765-4576	54,914
5182	DEPUTY DIRECTOR OF DPW AND ENGINEERING	Z	68.4	2571-3126	1	69.1	2660-3234	5786-7034	84,407
5186	ASST DIRECTOR OF DPW, ADMINISTRATIVE	Z	63.0	1975-2401	1	63.7	2043-2483	4444-5401	64,806
5187	EXECUTIVE DIRECTOR, CLEAN WATER PROGRAM	Z	68.4	2571-3126	1	69.1	2660-3234	5786-7034	84,407
5189	DEP GEN MANAGER AND CHIEF ENGINEER, PUC	Z		3366-3366	1		3484-3484	7578-7578	90,932
5190	DIRECTOR OF PUBLIC WORKS	Z	72.0	3064-3724	1	72.7	3169-3851	6893-8376	100,511
5192	ASSISTANT TO DIRECTOR OF PUBLIC WORKS	Z	67.7	2483-3018	1	68.4	2571-3126	5592-6799	81,589
5193	DEP DIRECTOR OF DPW FOR FIN MGT, ADMIN	Z	68.4	2571-3126	1	69.1	2660-3234	5786-7034	84,407
5194	DEP DIRECTOR OF DPW FOR OPERATIONS	Z	68.4	2571-3126	1	69.1	2660-3234	5786-7034	84,407
5402	DIRECTOR OF COMMUNITY DEVELOPMENT	Z		2614-2614	1		2705-2705	5883-5883	70,601
7119	MANAGER, SEWER REPAIR	Z	61.6	1844-2242	1	62.3	1909-2319	4152-5044	60,526
7280	SEWER REPAIR ASST SUPERINTENDENT	Z	59.6	1674-2033	1	60.3	1731-2104	3765-4576	54,914
8194	DEPUTY DIR, MAYOR'S CRIM JUSTICE COUNCIL	Z		1913-1913	0		1980-1980	4307-4307	51,678

1986 - 1987
RECOMMENDED SALARY AND SCHEDULE NUMBER

BENCHMARK CLASS * CLASSES RELATED TO MULTIPLE BENCHMARKS *

			1985-86			1986-87 RECOMMENDED RATES			
			SCHEDULE NUMBER	BI-WEEKLY SALARY	BUD POS	SCHEDULE NUMBER	BI-WEEKLY SALARY	APPROX. MO. SALARY	APPROX. MAX. ANNUAL EQUIV.
8195	EXEC DIR, MAYOR'S CRIM JUSTICE COUNCIL..	Z		2260-2260	0		2339-2339	5087-5087	61,048
8196	PUBLIC DEFENDER	Z		3248-3248	1		3362-3362	7312-7312	87,748
8197	CITY ATTORNEY	Z		3446-3446	1		3567-3567	7758-7758	93,099
8198	DISTRICT ATTORNEY	Z		3446-3446	1		3567-3567	7758-7758	93,099
8246	DIRECTOR, EMERGENCY SERVICES	Z	57.9	1543-1871	1	58.6	1596-1936	3471-4211	50,530
8247	EMERGENCY PLANNING COORDINATOR	Z	53.6	1255-1520	2	54.3	1298-1573	2823-3421	41,055
8348	UNDERSHERIFF	Z	63.0	1975-2401	1	63.7	2043-2483	4444-5401	64,806
8350	SHERIFF	Z		2625-2625	1		2717-2717	5909-5909	70,914
8415	SR SUPV PROBATION OFFICER, JUV COURT	Z	56.2	1421-1723	3	56.9	1470-1782	3197-3876	46,510
8416	ASST CHIEF PROBATION OFFICER, JUV COURT.	Z	58.4	1580-1918	1	59.1	1634-1985	3554-4317	51,809
8417	CHIEF PROBATION OFFICER, JUVENILE COURT.	Z	64.8	2156-2621	1	65.5	2230-2711	4850-5896	70,757
8435	SR SUPERVISING ADULT PROBATION OFFICER..	Z	56.2	1421-1723	2	56.9	1470-1782	3197-3876	46,510
8436	CHIEF ADULT PROBATION OFFICER	Z	61.9	1871-2274	1	62.6	1936-2354	4211-5120	61,439
9183	DEPUTY GEN MGR, ENGR AND MAINT MUNI RWY.	Z	64.9	2166-2632	1	65.6	2242-2726	4876-5929	71,149
9185	DEPUTY GEN MGR, EQUIPMENT MAINT MUNI RWY	Z	64.9	2166-2632	1	65.6	2242-2726	4876-5929	71,149
9186	GENERAL MANAGER, MUNICIPAL RAILWAY	Z	68.9	2632-3199	1	69.6	2726-3313	5929-7206	86,469
9191	DEPUTY GEN MANAGER, OPERATIONS, MUNI RWY		64.9	2166-2632	1	65.6	2242-2726	4876-5929	71,149
9270	DEPUTY DIRECTOR, BUSINESS ADMIN, AIRPORT	Z	68.1	2533-3080	1	68.8	2621-3187	5701-6932	83,181
9272	DEPUTY DIRECTOR, OPER AND MAINT, AIRPORT	Z	68.1	2533-3080	1	68.8	2621-3187	5701-6932	83,181
9274	DEPUTY DIRECTOR, PLAN AND DEVEL, AIRPORT	Z	68.1	2533-3080	1	68.8	2621-3187	5701-6932	83,181
9278	DIRECTOR OF AIRPORTS	Z	70.3	2819-3426	1	71.0	2918-3547	6347-7715	92,577
9778	DEPUTY EXECUTIVE DIRECTOR O.C.D.	Z		2531-2531	1		2620-2620	5699-5699	68,382
9780	EXECUTIVE DIRECTOR O.C.D.	Z		2886-2886	1		2987-2987	6497-6497	77,961
*9998	MULTIPLE BENCHMARK CLASSES				0				

NUMBER OF CLASSES THIS BENCHMARK..... 135
NUMBER OF POSITIONS THIS BENCHMARK..... 163

GRAND TOTAL NUMBER OF CLASSES..... 1454
GRAND TOTAL NUMBER OF POSITIONS..... 20611